

Eastern Illinois University
The Keep

Student Honors Theses

Journalism

8-2007

An Investigation of the Roles of Female Publishers within Illinois Media

Sarah Whitney
Eastern Illinois University

Follow this and additional works at: http://thekeep.eiu.edu/journal_students



Part of the [Journalism Studies Commons](#)

Recommended Citation

Whitney, Sarah, "An Investigation of the Roles of Female Publishers within Illinois Media" (2007). *Student Honors Theses*. 1.
http://thekeep.eiu.edu/journal_students/1

This Article is brought to you for free and open access by the Journalism at The Keep. It has been accepted for inclusion in Student Honors Theses by an authorized administrator of The Keep. For more information, please contact tabruns@eiu.edu.

AN INVESTIGATION OF
THE ROLES OF
FEMALE PUBLISHERS
WITHIN ILLINOIS MEDIA

A Thesis Submitted to
the Journalism Department of Eastern Illinois
University in Partial Fulfillment of the Requirements
for the Completion of the Journalism Departmental Honors Program

By

Sarah E. Whitney

August 2007

The department honors thesis of Sarah E. Whitney is hereby accepted:

Adviser ~~4~~ SALLY TURNER _____
Date 8/15/07

I certify that this is the original copy.

Author ~~S~~SARAH E WHITNEY~~X~~ _____

TABLE OF CONTENTS

Introduction.....	3
Abstract.....	4
Literature Review.....	5
Methodology.....	17
Findings.....	20
Conclusion.....	34
Works Cited.....	36
Appendix A (List of female Illinois Publishers).....	37
Appendix B (Interview Questions).....	46
Appendix C (Linda Lindus Interview Transcript).....	48
Appendix D (Carol Nichols Interview Transcript).....	54
Appendix E (Marion Best Interview Transcript).....	64

INTRODUCTION

Very few little girls dream of becoming publishers of newspapers when they are grown but as the media integrates more females into its ranks more females will assume this vital and powerful position in the newspaper world. The history of the female publisher in the United States and the stories of three female Illinois publishers are explored in this thesis.

ABSTRACT

This project started during a Women and Mass Media course at Eastern Illinois University taught by Dr. Sally Turner. The class visited Marion Best, publisher and owner of The News-Progress in Sullivan, Illinois. From this visit, comes this study.

This study found that the number of Illinois female publishers has not quite doubled since 1900 from 34 to 63. However the percentage of female publishers has skyrocketed from 2 to 19 percent. Three female publishers in Illinois were interviewed about their experiences as women who occupy a position of leadership to gain insight into the challenges of leadership from the female perspective and to discuss why there are so few female newspaper publishers. The interviews included topics such as decision-making, mentoring, and the evolution of female journalists' roles in the workplace. It was found that female publishers share similar goals with their male counterparts, but that how each sex achieves those goals, however, differs. The female publishers, also, tended to make decisions based on their experiences as opposed to gender. While the interviewees did not have mentors at their jobs, each had a female family member who filled that role. Overall, it was found that women today have a better chance at advancing up the corporate ladder in a newspaper than their predecessors.

LITERATURE REVIEW

Women have participated in journalism in the United States from its beginnings; however, it has only been in the past four decades that journalism historians have attempted to tell their stories. This study is the first to explore Illinois female publishers through the stories told by the women themselves.

A literature search of books and journals revealed little research has been completed relating to this topic within the United States. Major historians such as Isaiah Thomas, who wrote The History of Printing in America, and Frank Luther Mott, author of American Journalism: A History of Newspaper in the United States Through 250 years, 1690-1940, only briefly mention women's roles in early newspapers. Other journalism histories, many of which were biographies, memoirs, and collections of work written by journalists, focused on men. Historians of today trying to chronicle women's involvement in the early press have had to search footnotes for women's involvement in the press because both women and men viewed a women's role in the press as that of a help mate; it was expected that a woman would assist her husband in whatever he needed. Because of this women - especially during the 18th and early 19th centuries – fulfilled two roles when it came to taking over the business of a family member. First, they were expected to manage the household. Second they were expected to run the family business until a male heir could assume the responsibilities.

Women of the 1700s did not have the household conveniences of today. They made everything from soap, candles, wax, clothing, and preserved foods, in addition to the daily meal necessities. The household was run like a small business. Women were responsible for managing and training apprentices, including bound-out children and

slaves. Even women who were publishers were expected to fulfill these responsibilities in addition to printing the paper (Murphy 1-2). Because this was common knowledge, inclusion by historians of female publishers in histories did not happen.

Little information about past female publishers, however, is included in books and journals about journalism history unless it specifically examines females in journalism. One book that does spotlight such women was published at Southern Illinois University Press and was written by Sharon M. Murphy and Madelon Golden Schilpp. In it, they tell the stories of females who played influential roles in the United States media. The book was groundbreaking because it compiled what research had been done on women from colonial times through the 1970s. Even still, the book lacks much original research. Eighteen female journalists are highlighted. Of these, three are publishers: Elizabeth Timothy, Mary Katherine Goddard, and Eliza Nicholson.

About 30 women are known to have been publishers and printers during colonial times, according to Maurine H. Beasley and Sheila J. Gibbons in Taking Their Place: A Documentary History of Women and Journalism. Of these 30, six were official printers for colonial governments and one for a city government, while 16 published newspapers, pamphlets and tracts (51).

Of these 30 known female publishers, Elizabeth Timothy was the first. However, Beasley and Gibbons fail to mention her, but this does not make her any less important. Howard Rusk Long explained in the foreword of Great Women of the Press that Murphy and Schilpp selected the women in the book because "each in some way was unique in the sense that she played a role distinctive for her time and her place." He wrote that all of the 18 women featured in the book "broke ground" and were important because they

did their work well while advancing the status of women in the media (Murphy xii, xiii).

Mrs. Timothy is the first woman featured. Her husband, Lewis, died from an unknown accident in the early 1700s. He co-owned The South-Carolina Gazette, along with Benjamin Franklin. His youngest son, Paul, was still completing his apprenticeship at the time of his father's death in 1738 and was too young to assume the weekly responsibly of publishing the paper. So, Mrs. Timothy took over until he came of age. This move made Mrs. Timothy the first woman publisher in the United States (Murphy 1).

Mrs. Timothy had eight children, three houses, eight slaves and several acres of land that she was expected to manage in addition to her responsibilities at the paper (11). During her time as publisher, she proved that a woman could manage a paper and do it well. She experimented with typography, published additional supplements such as official documents, covered a large fire in 1740, which "all but" destroyed Charleston (6). She also ran classifieds, columns on topics such as religion, event calendars and some literary material (8).

Mrs. Timothy was also a good bookkeeper and businesswoman. Murphy notes that even Benjamin Franklin - a family friend and business partner of the family - complimented Mrs. Timothy on her bookkeeping skills, which he stated her husband lacked (4). While Mrs. Timothy did not forward any journalistic breakthrough, she exemplifies a strong, talented woman who not only upheld society's views of what a woman should be but challenged them by running a successful business.

The first journalism history book by Isaiah Thomas records two sentences about Mrs. Timothy: "Mrs. Timothy, the widow of Lewis Timothy, with the aid of her son,

conducted the press for a year or two, and then the son, being of age, carried on the concern in his own name. She died April 1757. (Thomas, 568)" Mrs. Timothy's son Peter assumed the paper's responsibilities in 1740.

As evident, contemporary researchers cannot rely on history books to learn about these women, but by searching under the husband's or family names, women's past roles in the media become clear. These searches take place not in the histories, but in the newspapers themselves. For example, the only recognition Mrs. Timothy gave herself for assuming the publisher position was a newspaper announcement.

On Sunday, Jan. 4, 1739, Mrs. Timothy ran this announcement on the South-Carolina Gazette's last page: "the late Printer of the Gazette hath been deprived of his Life, I shall contain the said Paper as usual and hope, by the Assistance of my Friends, to make it as entertaining and correct as may reasonably be expected" (Murphy, 1).

Printing in the United States was one of the first professions open to women because the life expectancy of men was low and the trend was for older men to marry younger women. A number of widows like Mrs. Timothy became master printers (Murphy X). These women were already working in the paper when their husbands died, making it a natural transition for the widow to assume publishing responsibilities if no male relative could do so. While Mrs. Timothy acquired the position as the United States' first female publisher through this transition, the most well-known female publisher of colonial times, Mary Katherine Goddard, achieved her status a different way.

Nearly 20 years after Mrs. Timothy's career began, Mary Katherine Goddard, born July 16, 1736, achieved the status of publisher. While Mrs. Timothy proved that women could handle the stresses of running a paper, Mrs. Goddard proved that women

publishers could be as successful as male publishers. The Continental Congress selected her to publish and distribute the first public printing of the Declaration of Independence. She was also the first woman to hold a federal position as postmistress.

Mrs. Goddard's introduction to the colonial press was through her brother William Goddard, who helped found the Constitutional Post Office. According to authors Murphy and Schilpp, Mrs. Goddard's career shows the "dogged determination of colonial women to be loyal to their menfolk while very often receiving limited or no credit for the work they themselves did (12)."

Mrs. Goddard's journalist career spanned three states and two decades but began in Rhode Island in 1762. The paper was *The Providence Gazette and Country Journal*, a paper started by her brother. The paper "carried his imprint but displayed from the start his mother, Sarah's, business sense and his sister Mary's steadiness. (13)" After a few years, *The Gazette's* circulation efforts dwindled, despite the three Goddards' best efforts, and by 1765 it temporarily closed. William Goddard moved to Pennsylvania while the mother and daughter team stayed and continued a printing business, which published insurance policies, deeds, writs, an almanac and other documents. Then in March 1766, Sarah and Mary revived *The Gazette*.

A year later, William Goddard persuaded the two to move to Philadelphia from Rhode Island to manage his two papers there, and he sold *The Gazette*, which had become profitable (Murphy 14). Sarah died a year after the move. Once again, in 1772, William Goddard left his sister in charge of a paper - this time *The Pennsylvania Chronicle* (16) - to start a third paper in Maryland, *The Baltimore Advertiser*.

Less than two years later, Mary Katherine Goddard again followed her brother

across state lines. After completing the sale of *The Chronicle* for her brother, she moved to Maryland to manage his other paper, *The Maryland Journal*. This responsibility she held for 10 years (ibid). It is in this paper that *The Declaration of Independence* and other political voices of the time such as Thomas Paine were first printed.

By 1784, Mary Katherine Goddard had turned the paper into a prosperous and prestigious institution. However, her brother had no qualms about forcing her to sell her interest in *The Journal* and taking over (19). In two years less time than the 10 it had taken Mary to establish *The Journal*, William was forced to sell it to pay off debts incurred in "ill-advised speculation" (20).

Mary Katherine proved that a woman could run a successful newspaper just as well as a man by managing William's affairs better than he did. Even Thomas notes William Goddard's inability to accomplish success. "I have already observed that Goddard was a good printer, and an able editor; but he, in many instances, was unsuccessful (534). Of Mary Katherine he wrote, "She was an expert and correct compositor of types and ably conducted the printing house of her brother..." (540)

Nearly one hundred years passed before another female publisher reached prominence enough to be recognized by the histories. Eliza Nicholson, or Pearl Rivers as she was known, was publisher of *The Picayune* in New Orleans for 20 years beginning in 1878 (Murphy 95). She was 27 years old when she inherited from her 66-year-old husband the paper and \$80,000 of debt (97). Before, she had worked at the paper as its literary editor. On her first day as publisher she told her male-dominated newsroom: "I am a woman. Some of you may not wish to work for a woman. If so, you are free to go, and no hard feelings. But if you stay - will you give me your undivided loyalty, and will

you advise me truly and honestly?" (Dabney, 266)

Mrs. Rivers had remarried in 1878 - the same year she assumed the publisher position - to George Nicholson (Murphy 101). Nicholson managed the paper's business side while Rivers ran the editorial department. She died in 1896.

During her tenure, she introduced many changes to the paper. She broadened coverage from what Murphy deemed as more masculine interests such as politics and the stock market, to fashion columns for men and women, a young people's section, a weather frog - which would go on to become the paper's mascot - homemaker columns, and a section where people could call in complaints about public concerns such as streets and local politics (98-99).

While Mrs. Rivers refused to use the paper to endorse political candidates, she did feel the paper was an important tool to improve the community. Hence, on the Picayune's editorial pages she campaigned against cruelty to animals, denounced "sensationalism and scandal-mongering," and fought to prevent the banishment of organ grinders from New Orleans' streets (99-100).

The Picayune's editorial department was not the only part of the paper to flourish under Rivers' guidance. In 1878, the paper's combined weekly and Sunday circulation was 6,000. This increased to 49,000 by 1891. The Carnival editions during Mardi Gras reached 100,000 circulation (101).

Despite her success, Mrs. Rivers, as mentioned in James Henry Harrison's book, titled Pearl Rivers, Publishers of the Picayune, was lonely. "Under the disadvantage of being a woman, the work of a man is mine with its wear and responsibilities. I miss the pleasure and encouragement men of our profession have in friendly association" (54).

Women were unusual in the newsroom, and women like Mrs. Timothy, Mrs. Goddard, and Mrs. Rivers were rare. The number of women publishers and editors in Illinois during the late 18th century illustrates this. A study conducted by Rene J. Erlandson at the University of Illinois at Urbana/Champaign titled, "Women Editors and Publishers of Newspapers and Periodicals in Illinois: 1869 – 1900," provides insight into the number of Illinois women who edited and published newspapers. Erlandson's study found that from 1869 to 1900, an average of 1.7 percent of the newspapers and periodicals could be attributed to the role of a woman editor or publisher (29). In 1814, Matthew Duncan published the first newspaper in what is now Illinois (Franklin xxvii). By 1869, there were 469 Illinois newspapers of which five or 1.1 percent had a woman in the position of editor or publisher (Erlandson 29). By 1895, this number had risen to an all-time high, Erlandson writes, with 38 out of 1,642 (2.3 percent) of newspapers and periodicals being clearly attributed to a woman as an editor or publisher (33-34).

Women did not fully begin to take their places in the ranks among male journalists until World War II. Great reporters such as Margaret Higgins filled positions left vacant by men who left to fight in the war. However, most saw the switch as only temporary, even the women who reported. These female reporters did not cover traditional hard news stories like their male counterparts, but wrote fluff pieces or features and were regulated to the entertainment and arts sections. It wasn't until the Civil Rights and Women's Liberation movements in the 1960s that women journalists asserted their right to inclusion in the newsroom and their stories heard even if they had to duck into the men's room to get them.

Despite women's advancement, today's contemporary media history books don't

include much about women. Women are mentioned in the same way they were in Thomas' book, as briefly as possible. One such example is The Press and America: an Interpretive History of the Mass Media, edited by Michael and Edwin Emery and Nancy L. Roberts. This textbook begins with a history of the printing press, explaining that it helped create the middle class. The next chapter leads into America's colonial years with the printing of the newspaper *Publick Occurrences Both Foreign and Domestik* in 1690, and the rest of the book trucks dutifully onward with the history of the press but focuses mostly on the great men of the press including Franklin, Hearst, and Pulitzer. Mary Katherine Goddard and her mother, Sarah, are briefly mentioned on pages 58 and 59, along with other notable colonial female publishers including Mrs. Timothy. In fact, Ms. Goddard receives more notice from Isaiah Thomas, as she is mentioned on five separate pages and accorded her own paragraph (Thomas 536, 537, 539, 540, and 543). In contrast, William Goddard also is only mentioned on three pages in Emery's book, while Thomas dedicates more than 30 to him in The History of Printing in America. Mrs. Timothy receives equal attention - two sentences - from both texts.

Emery allotted Nellie Bly or Elizabeth Cochran a few paragraphs on page 176 of his text, which provided a scant summary of her reporting exploits and focused more on Pulitzer's paper, *The World*, than Bly. The book sets aside half a page on 211 to the Women's Movement and makes no other mention of women in the press until page 315 with a picture of Dorothy Thompson, a political columnist. Pictures of contemporary women broadcasters like Diane Sawyer of ABC News, Christine Amanpour of CNN, Judy Woodruff of CNN and Greta Van Susteren of CNN are in the book's later chapters (Emery 487, 494 – 495). But no discussion of the roles these women play in media exists.

Women in early broadcasting are absent. It's not until pages 523 to 524, in a chapter titled "Efforts to Improve the Media," that the issue of women in the media is addressed. In total, the book dedicates about ten pages out of 698 pages to the more than 200 years of female journalist history, beginning with Mrs. Timothy.

In Illinois, most women publishers inherited or were associated with the newspaper through their families. In the past decade, the Illinois Press Association has compiled three monographs that recognize 15 Illinois newspaper families of today. The monographs started as recognition for financial contributions to the IPA. However, the original six families requested that all Illinois family newspapers be recognized. The first monograph, "Family Values: Celebrating an Illinois Newspaper Tradition," spotlights six families - The Shaw family, the McCormick family, the Small family, the Copley family, the Stevick-Chinigo family, and the Macfarland family. Families highlighted in the next two editions include the Bliss family, the Oakley and Lindsay families, the Jenison family, the Jones family, the Paddock family, the Campbells of Calhoun County family, the Lewis family and the Seil family. Aside from these three monographs, the state of family newspapers - and more importantly female leadership at those newspapers - in Illinois has continued to be undocumented.

The Bliss family has been involved with the production and even delivery of the Montgomery County News - the newspaper Charles Wesley "C.W." Bliss bought in 1892, according to, "Family Traditions: Celebrating Illinois Newspapers History." Bliss credits "innate sin" for his decision to be a journalist instead of following in his father's footsteps to become minister ("Family Values" 11). Now, more than 110 years later, Bliss's granddaughter, Nancy Bliss Slepicka, fills the roll of the paper's publisher. Mrs.

Slepicka, 59, watched the newspaper transition from letterpress to photo typesetting and now to desktop publishing. In addition to her responsibilities as publisher, she takes photographs, writes stories, and does payroll and other bookkeeping duties. In 2001, the Southern Illinois Press Association named her a Master Editor. Mrs. Slepicka's birthday – Feb. 15 – is the same day her grandfather began work on his first issue of the newspaper.

Mrs. Slepicka is not the only woman publisher mentioned in this publication. Barbara Jenison at 93 serves on the board of The Beacon Publishing Company. She is the widow of Ed Jenison, the son of Ernest M. Jenison who bought the newspapers that today make up the Paris Beacon-News in 1926. Ernest's wife, Mary Lam Jenison, served as the paper's publisher until 1972 when she died at age 100 (18).

In 2002, Dorothy Jones had been the publisher for The Gold Nugget Publications, which includes The Panhandle Press, The Virden Recorder, The Northwestern News and the Girard Gazette, for 54 years. Jones and her husband, Charles, had inherited the newspaper chain from Jones's father, Norris Goode. Goode bought his first paper, The Virden Recorder, in 1921. Jones remembers long days in the newspaper office - back when the paper was produced by the Linotype machines. Today, Jones' daughter, Julie Jones Westerhausen, oversees the day-to-day operations of the newspaper chain while her twin brothers, Nathan and Norris, are on active duty (22). These histories are good for records, dates and legacies. However, no in depth accounts of the struggles and successes of being a female publisher has been documented.

This literature review shows that journalism historians have long ignored female publishers' stories and the same is true for Illinois female publishers. When their stories were included it was due, as in Mrs. Rivers' case, to a biography, or as in Mrs. Timothy's

case, to the fact that she was the first and that Franklin and Thomas mention her in their books. What is known can be found only by searching for their husbands' or family names. One possible explanation for this is that these women consider themselves just to be doing their jobs regardless of whether it is managing a household or a newspaper; it was more important that the job got done than to receive credit for the job.

METHODOLOGY

The objective of this project is to cultivate a better understanding of the female publisher's role. Some of the research questions include: Why are there so few female Illinois publishers; How does the position's responsibilities differ from their male counterparts, if at all; Do the criteria they consider when making decisions differ; What are their stories; and Who are these women? The most recent research on Illinois female publishers found in 1869, five female publishers worked in Illinois. By 1900, that number increased to 34 (Erlandson 32). Substantial records of female publishers in Illinois are lacking after this date. Most historians' contributions to recording women in mass media's history, while important, were gleaned from footnotes from men's stories, and histories of newspapers, and periodicals. These present only a two-dimensional perception of women's roles in mass media. By looking beyond the numbers, a better understanding of being female publisher will be accomplished. To accomplish this objective, it was determined the best way to tell these contemporary females' stories was through one-on-one interviews.

Through this project it is hoped that, in addition to the facts and figures, insight of being a female publisher will be gleaned through their stories - stories that go beyond just facts and figures and attempt to tap into the joys, challenges, and advantages of being a woman in a media world still dominated by men.

To locate potential subjects, the Illinois Press Association was used. The IPA's annual directory is the most comprehensive list of newspaper publications in Illinois. On a national scale, the IPA boasts the most membership participation compared to other

state press associations. The IPA, founded in 1866, lists 606 newspapers members for 2006. Of these papers, 106 are overseen by 63 female publishers (Appendix A). Female publishers oversee 17.5 percent of Illinois newspapers. From this list, five female publishers were chosen to be interviewed based on predetermined criteria. Circulation, location, rate of publication and ownership were the some of the criteria used to select which publishers to include.

Circulation means the number of copies sold to the public. Free-distribution newspapers were not considered for this research. Location is defined by its proximity to Eastern Illinois University, as time prevented long road trips and the researcher decided not to conduct telephone interviews. Frequency of publication is the rate an edition of the newspaper is published determined by a weekly, daily or monthly basis. An attempt was made to represent each of these areas. Ownership was defined as owned by a corporation or newspaper chain or privately owned.

A publisher is the most executive position at a newspaper, short of branching into corporate levels with newspapers owned by chains. For papers owned by families, the publisher can also be the owner. A publisher's duties vary from newspaper to newspaper and from person to person, but for the purposes of this study a publisher oversees all departments including advertising, circulation, and editorial at a single newspaper. A publisher is also responsible for keeping the newspaper within budget.

The women were contacted using e-mail, phone and fax. Three women agreed. Anne Jordan of The East St. Louis Monitor declined because she said she was not an accurate representation of a publisher since she had not originally intended to have a journalism career. However, the researcher would note that most female publishers did

not start out wanting to hold this position as most do not learn about it until they enter the field. Margaret Lysen of the Southwest Messenger Newspapers did not respond to e-mail. From a follow-up phone call it was learned she was on vacation and unavailable.

Linda Lindus of The Pantagraph in Bloomington, Carol Nichols of The Commercial News in Danville, and Marion Best of The News-Progress in Sullivan agreed to participate.

Once the publisher agreed to participate, an interview date was set. Questions were sent to the publisher in advance if she asked. The interviews took place from Feb. 8 to March 23 at the publishers' newspapers - either in their offices or a conference room. The interviews lasted from one to two hours depending on the responses. Questions asked were taken from pre-determined list, which included the topics background, media influences, early professional career, continuing professional career, family life, women in media, and miscellaneous (Appendix B). All interviews were recorded and then analyzed at a later time for reoccurring trends and characteristics. Transcripts are provided (Appendices C, D, and E).

FINDINGS

LINDA LINDUS

Linda Lindus is the publisher at The Pantagraph in Bloomington, Illinois. The Pantagraph is a daily paper, with a weekly circulation of 47,064 and a Sunday circulation of 49,687. It is owned by the newspaper chain Lee Enterprises that owns 20 other Illinois newspapers. Mrs. Lindus has worked there for a little less than a year. Previously, she was the publisher at The Herald & Review in Decatur, also a Lee publication. Her first job was when she was 16 at a telephone company as a customer service representative. She described herself as "this sweet young thing" who didn't have any understanding of the working world. She held that job for only two months because she was asked to leave.

"And it was a really hard lesson for me," she said. "Since that point, I've been to work on time, I'm never sick, and I don't take days off frivolously."

She then moved into the accounting field, took some courses at a community college in Arizona, and dabbled in public relations. But she didn't find her true calling until her week stint as a reporter when a reporter didn't show up for work one day. She was doing the books for the newspaper, The Paragraph in Arizona, to help a friend and ended up reporting a meeting. For the next week, she was out covering government reports and general assignments, and she loved it.

"It was one of those moments in my life when the light bulb went off, and I thought this is what I'm supposed to be doing," she said. "So I stayed on and I worked for minimum wage because you know, he (the editor) felt like he had to pay me something - the kids were little at the time - and a year later I was editing a newspaper."

As the Pantagraph's publisher, Mrs. Lindus sees herself as the readers' voice.

"I'm the person who takes the research that my marketing department has done and says, OK this is what they (readers) are saying," she explained. "And I can work that into, OK, Mr. Editor, this is what our readers say they want. This is what we're giving them. This is where we need to look at changing our product in order to meet the needs of our readers."

Mrs. Lindus's other duties include sitting on the editorial board, critiquing the paper and "counting beans." She's been counting beans since 1983 when she first became a publisher, and, more than 20 years later, she's still trying to convince herself that she likes budgeting. Budgeting, one of the busier times of Mrs. Lindus's year, can last as long as two months.

She and other executive editors develop the budget by determining how many new businesses have opened in area X and how many OBs – out of businesses – are in area X. They then calculate how much revenue they can generate from area X and where, in the majority of areas, they are going to get additional revenue to make up the difference.

She pauses and then says, almost under her breath, "Budgeting is fun. I keep telling myself." She chuckles and continues, "But if you look at it strategically, it is fun."

Instead of numbers, she turns to how much information the paper can impart in the manner that people want it.

Mrs. Lindus has no typical days. And while budgeting might not be her favorite part of her job, she loves the spontaneity. It is how she defines herself.

"Well my career is me," she said. "I'm so tied up in what I do, I love what I do.

That's the only way you can be truly successful.”

This goes for men and women. Mrs. Lindus would know, too. She is the operations vice president for Lee Enterprises. This means she oversees The Pantagraph's operations, as well as nine other dailies and 25 weekly papers in the chain. If publishers have a problem, they call her for help. She is also the one who holds them accountable.

“So, I'm their friend, and I'm also the one who inspects,” she said. “So, yes it is difficult to juggle that.”

CAROL NICHOLS

Carol Nichols is the publisher at the Commercial-News in Danville, Illinois. The Commercial-News has a weekday circulation of 15,173 and a Sunday circulation of 17,187. It is owned by Community Newspaper Holdings, Inc, which owns four other Illinois papers.

Mrs. Nichols has worked at the News since she was 18. She started in the dispatch department; her responsibilities included delivering the paper to the departments, including the publisher. She remembered one day delivering the paper when the publisher wasn't in the office, so she sat in his chair and thought to herself, “someday.”

“I wanted to be in this role (publisher) from the time I started in this business,” Mrs. Nichols said.

And she eventually became publisher by working her way through the advertising side of the newspaper. Other positions she's held include advertising representative, advertising director and general manager. On Sept. 11, 2001, she officially assumed the title of publisher. As publisher, she is responsible for the Danville paper and the

Shelbyville paper, The Daily Union. In Danville, she also oversees the department heads including ad director, editor, circulation director and business director.

“I love the challenge of it. The financial side is something I really enjoy,” Mrs. Nichols said about why she likes working for a newspaper group. “I like being able to balance that. I know I have this much extra money this month, so we’re going to do this because we can do this now, and, next month, when I have it budgeted, I won’t need to do that, and if we’re down, it will be OK.”

Mrs. Nichols attended community college and received her associate’s degree. She currently is working on her bachelor’s degree in journalism from St. Mary of the Wood College.

She was the second woman to work for The Commercial-News ad staff. She replaced the first woman. However, she was the first woman to work in the Danville office, as her successor worked at the Covington Bureau office. Mrs. Nichols described that first staff as a good ole boys’ network. They would go out for coffee every morning and Coke every afternoon.

Not only was Mrs. Nichols a woman, but she was also young. Other young people were on the staff with her, so they formed their own soda group.

“Everyone else was a 50-year-old white man,” she said. “That was my world at the time.”

However, once she proved herself, Mrs. Nichols said, the older men not only accepted but mentored her. “I learned a lot from those guys.”

However, she noted she has always had to prove herself because she was a woman. She encountered the same situation when she became ad director and attended

her first industry meeting.

“It was the same thing – a room full of 50-year-old white men,” Mrs. Nichols said.

But time passed, and more minorities and women integrated the newsroom and then Mrs. Nichols became the 50 year old. So, she laments, it’s not quite the joke it used to be. But being the woman who had to prove herself was a benefit in the long run.

“It’s always been a little bit different,” she said. “But it’s always forced me to prove myself. Because I’ve always had to be a little bit better, and I’ve always had to prove that I had a reason to be here and that it was OK for me to be in that role. And so I think, it makes you better, it made me better.”

MARION BEST

Marion Best is the owner and publisher of The News-Progress in Sullivan, Illinois. She and her late husband, Bob, bought the weekly paper in October 1961. It has a circulation of 3,564.

Mrs. Best fell in love with journalism in high school. She grew up in Evanston, Indiana. The public high school had 2,500 students, 507 of whom were in her graduating class. The school offered a journalism class in place of junior year English. Juniors reported for the monthly paper The Evanstonian, and seniors were editors. Marion was the News Editor her senior year. She said the class was equally divided between girls and boys. “We had a full staff,” she said.

Her first hard news story was the death of the school’s dean of students.

“It was a real experience to do what would be considered hard news now with a

soft touch,” she said.

Her story was made more interesting when, during the moment of silence for the dean, the high school band blared “Oh When the Saints go Marching In” over the public address system, causing the whole school to break out in laughter.

Her story still turned out OK, though.

Mrs. Best met her husband at the University of Missouri-Columbia. Mrs. Best was a freshman journalism student. Mr. Best was a senior agricultural major. After graduating, Mrs. Best joined Mr. Best in Pennsylvania where he was the editor of the newspaper Lancaster Farming where she helped cover events and proof galley.

Once, while on deadline, Mr. Best sent Mrs. Best to the National Farm Show to shoot the secretary of agricultural digging the first few scoops for a farm pond. Mrs. Best does not like taking pictures, and she couldn't get the old speed graphic camera to work.

“Well after eight tries, the secretary of agricultural finally said, ‘Marion before I dig the whole pond, let's start over and I'll give you step-by-step on taking this picture,’” she said. “And he did.”

Mr. Best later would work briefly for the same secretary who always remembered that story.

Mrs. and Mr. Best decided to purchase The News-Progress when they learned about Sullivan's Little Theatre on the Square. They were watching the “Jack Parr Show.” Jack Haskell was that night's guest and Parr asked him about his summer plans. When Haskell responded that he was learning his part for *Brigadoon* in Sullivan, Illinois, the couple was shocked.

“We about fell off the chair,” Mrs. Best said. “We had been looking at the paper,

but the publisher at the time hadn't even mentioned the theater.”

Mrs. Best was sold, as far as she was concerned.

“So I told Bob, ‘If you’re going to take me to the country, then I would like to have the theater and the culture for the kids to grow up in,’ and that’s how we ended up here.”

DECISION-MAKING

Each woman bases her decision-making on her background as opposed to her gender. Linda Lindus, the accountant-turned-reporter, approaches decisions like a reporter. She asks questions whose answers give her the facts. Occasionally, she’ll seek outside input to ensure her perspective is not negatively influencing the decision.

“Generally, the first question is, is this the truth, the second question is it fair, and the third question that I ask myself is will it serve the public, and if the answer to all three of those is yes, then it's published,” Mrs. Lindus said.

Carol Nichols, the former ad director, is more business-like with her decisions. She makes them quickly. She said, “make the decision and then make it right.” Thinking of what’s best for the newspaper, instead of what she wants, helps Mrs. Nichols make difficult decisions like laying off people.

She has come to see the newspaper as a child.

“It’s not necessarily the people, but the actual entity, the idea of the newspaper, so you do anything you have to do to protect that,” she said.

It’s this idea that helps her get through the difficult decision of who to fire when she had to make cuts. Money is not the bottom line, but the paper’s survival. She used the

analogy of a new couple buying their first house and taking out a mortgage based on their income. But if one of them loses his job, they're both still responsible for the mortgage.

“We are paying off a mortgage,” she said. “So I knew I had to do it (make cuts). There was no other choice but to do it.”

Marion Best makes her decisions with the readers in mind. She is only accountable to herself and her commitment to the community. However, when she must make a tough decision she said she is not afraid to discuss the problem with her staff, the Illinois Press Association staff, fellow publishers or other people she respects.

“This, of course, depends on the problem with which I am dealing,” she said. “My ability (to problem-solve) has gotten better with experience and age.”

Mrs. Best said she considers several factors when faced with a tough decision including how it will affect the newspaper, her employees, the subscribers, and the bottom-line, but most importantly she said she takes time to reflect on the matter to “sleep on it” unless she must make an immediate decision. Her democratic leadership extends to her management style as well; she lets her staff make its own decisions.

“I pretty well let them have their heads,” she said. “If they are good at something, I let them go. Like Krista [Lewin, the newspaper's managing editor], if she gets an idea for a story, go for it.”

As long as the news is covered, Mrs. Best is happy. This is the same strategy Bob Best used to run the paper. When he was alive, Mrs. Best covered courts because she was better at it than he. She attributed this to her ability to sit and wait through the trials.

DISCRIMINATION

These women found that discrimination doesn't happen as often in the newsroom as it used to but when the women were discriminated against, it was normally by community members or in the past before sexual harassment and affirmative action laws were passed.

While Mrs. Lindus was a reporter, she said discrimination happened to her frequently. She would try to interview someone and he'd say, "Can you bring me a man, sweetie?"

Since Mrs. Lindus entered the workplace 40 years ago, office gender-relations have changed dramatically.

"It was not uncommon to have a male supervisor who thought it was his right to solicit you for sexual favors, slap you on your backside or pinch you in your bosom, or to pin you to the desk and ask you for a kiss," she said.

She said incidents like these have happened to her and that she was glad for the changes in the law. The only recourse women had before then was to change jobs.

Today, Mrs. Lindus is not too worried about discrimination as the younger generation is more open-minded. She said she sees people and not gender, but what does concern her are people's sensitivity and the politically correct movement.

She also said that she thinks people, who have become more sensitive in the past couple decades, confuse disagreement with discrimination because they are not taught how to disagree or have a civil conversation.

"And that's really frightening," she said.

Mrs. Nichols' experience with discrimination is more recent. As the newspaper publisher, she was invited to join the Rotary Club. In the mid-1970s, the club was forced

to accept women members. But even today, some men do not appreciate the club's female members. To express their distaste with female members, the men do this thing called fellowship, which Mrs. Nichols compared to a "roast."

"And one of the things they like to do is make cracks about the newspaper," she said. "So they would fine me a dollar for something that was in the newspaper that they didn't like. But they would also get up and read ... funny little ditties about how stupid woman are."

The money would go toward a charity, but Mrs. Nichols finally got fed up with the tradition.

"I am not being forced to come here and sit and listen to people belittle women and what I do for a living. So I didn't go back," she said. "So that's the only real discrimination (I've experienced)."

As she finished telling the story, she gestured toward an invitation on top of a pile of books, papers and magazines on her desk. It was an invitation from her pastor to go to Rotary Club with him, which she said she would be declining.

Mrs. Best said she's never been discriminated against. She started covering the county board in the '60s and quickly established herself.

"There were several who thought I didn't know anything," she said. "And they found out that I did. But that doesn't mean I haven't had disagreements with them over the years, but generally they treated us fairly well."

In her own newsroom, Mrs. Best has fired an employee over discrimination.

"I think sexual discrimination is less likely to occur at the News-Progress because a woman owns the business," she said. "My son, now the general manager, and I both

will not tolerate sexual discrimination among our staff members and, should it occur, we are prepared to put a stop to it immediately, even if it requires firing an offender, which we have done once in the past."

MENTORS

All three women had strong female mentors growing up. Mrs. Lindus has always remembered what her grandmother – a telephone operator who worked in the '40s and '50s – always told her: If you're going to do something, regardless of what it is, whether it's making the bed or running for elected office, you always do the best and most honorable job that you possible can.

Mrs. Lindus makes a really good bed.

Mrs. Nichols' aunt played an important role in her life.

"She was the one who told me it was OK ... that I could do anything I set my mind to," she said.

Mrs. Nichols has participated in a mentoring program for female minorities through the Newspaper Association of America's Breakthrough Project. She noted that women are behind when it comes to mentoring younger women. While she takes care to mentor both men and women, Mrs. Lindus hypothesized that the reason it's taken so long for women to gain equal status, despite the Women's Movement, is the lack of attention to mentoring.

"I think it's just in the last five or ten years that people are beginning to realize just how important it is to mentor the next generation," Mrs. Lindus said.

As for the mentoring she's received – Mrs. Lindus said she's never gone golfing

with the guys. A long time ago, Mrs. Lindus realized there are certain things that just won't change. So she moves on and doesn't waste her energy worrying about them.

“Once in awhile, I've been like, ‘Oh, gosh, I want to go play golf with the guys.’ But they don't want me to play, so ‘oh well’ I found something else to do.”

Mrs. Nichols does golf. The publisher before her mentored her while she was general manager, and she joked that she considered golf the physical education requirement. Now that she's the boss, she said her mentoring style is not as formal. If she knows of someone – male or female – who is interested in pursuing a management position, she would invite that person with her to a social event.

“I think that's where the mentoring and helping people know how to do things happens, is in those kinds of situations,” she said.

Mrs. Best does not work directly with her interns. She says she's proud of all the kids - both her children and the interns who have worked at Sullivan - but her managing editors work more with students. Growing up, though, Mrs. Best's mother influenced her the most. She taught in a one-room schoolhouse, and during World War I she worked for the Oil Administration. She received her teaching certificate from what is now Indiana State, and her master's degree from Northwestern.

WOMEN'S ROLES IN THE MEDIA

Women are finally accepted. That is the most important change in the role of women in today's media, according to Mrs. Lindus.

“We didn't used to be accepted,” she said. “We used to be able to write features and gossip columns. And now we can do it all.”

She added with a laugh, “And probably better than most men, but I probably can’t say that.”

The differences in generations have helped advanced equality in the workplace. Older generations grew up with a different set of beliefs and paradigms about women, Mrs. Lindus said. She noted that older men don’t know how to interact with women compared to the men from the Millennial Generation.

“Your generation (the Millennial Generation) is great that way,” she said. “I mean you’re all people. In our generation, it was very divided by the sexes, and it makes it more difficult.”

The differences between men and women are undeniable, and those differences influence the workplace.

“I think women contribute a different approach – a different viewpoint to things, and I think that’s important,” Mrs. Nichols said about how women have changed the media. She said she believes women nurture the newspaper like it’s a child.

“(They see it as) something that I have to protect; this is something I have to help learn, and grow and make it better,” she said. “Men look at it more like this is a paycheck; this is a way for me to get from here to here on the corporate ladder. I don’t think that many think of it like that, as an entity to love and help grown. They see it as just a job.”

Women are assuming more leadership roles. Since 1900, the number of female publishers in Illinois has increased from 2 to nearly 14 percent. Mrs. Best commented how when she first started in the business she only knew of only two or three other female publishers in the industry. Today there are 64 in Illinois.

"Many of the early women publishers, like me, inherited the business from their husbands," she said. She elaborated saying that many banks and other lending institutions were afraid to lend the capital to women to purchase a newspaper. Today, women no longer have to have family-connections to be a media leader.

CONCLUSION

It is important to conduct research on female publishers because this is a responsibility to follow through on changes made during the Women's Movement. Complacency is an easy trap to fall into and the way to avoid it is to ensure people are educated in order to guard against all types of discrimination.

It is also important to examine those in positions of power. The media are powerful, and active citizens must take an interest in discovering who the people who shape the media are, how their values, ideas, and beliefs affect their jobs. The job of publisher carries with it much responsibility. This person has the power to censor stories, hire and fire people, and dictate the agenda of a community – either on a local, state, national or international scale. This study does this by exploring the attitudes, values and beliefs of three female publishers in Illinois through oral histories.

It is difficult to conclude based on three samples. However, this study has helped gain insight into discrimination against women, women's decision-making abilities, mentoring, and the role of women in the media.

Discrimination is generational. The older a person is, the more likely he is to be accepting of discriminatory speech and behaviors. While all three women attributed the decrease in discrimination to the law, Nichols and Lindus specifically noted that as younger people have entered the workforce and been promoted, the less likely it is for discrimination to occur.

All three women make their decisions quickly and with professionalism. They base their decision-making on their backgrounds as opposed to their gender. Their decision-making strategies include considering outcomes for both their employees and

the newspaper and seeking additional input when deciding on something that is not their expertise.

Mentoring contributed to these women's successes. All three had female role models who helped shaped their ideals and encouraged them to succeed regardless of their gender.

This study concludes that once women were given equal opportunities they worked hard to prove they could do jobs formerly reserved for men just as well as men. What is unique now is the women retiring are the ones who blazed those trails for the future generations now entering into the workforce. Women's roles in the media should continue to evolve, become more equal, as the younger generation enters the workforce and moves up the corporate ladder.

Due to time restraints this study represents a very small sampling of Illinois female publishers' stories. More research is needed. A comprehensive quantitative study should be conducted to look at the number of female publishers today to compare the results to Erlandson's study. It would be helpful to conduct oral histories of all current female Illinois publishers to document the impact these women are having on history. Studies could compare career paths in privately owned papers versus corporately owned. Does one or the other better serve the community in which it's located? Race and ethnicity as facts in these numbers should also be studied.

WORKS CITED

- Best, Marion. Personal Interview. 9 Feb. 2007.
- Beasley, Maurine H. and Gibbons, Sheila J. Taking their Place: A Documentary History of Women and Journalism. Washington, D.C.: The American University Press, 1993.
- Dabney, Thomas Ewing. One Hundred Great Years: The Story of the Times-Picayune from Its Founding to 1940. Baton Rouge: Louisiana State University Press, 1944.
- Emery, Michael and Edwin. Eds. The Press and America: An Interpretive History of the Mass Media. 9th ed. Boston: Allyn & Bacon, 2000.
- Erlandson, Rene J. "Women Editors and Publishers of Newspapers and Periodicals in Illinois: 1869-1900." Behavioral & Social Sciences Librarian. Vol. 24. 2005 pp. 21-45.
- "Family Values: Celebrating an Illinois Newspaper Tradition." Illinois: Illinois Press Foundation Publication, 2000.
- Franklin, Benjamin. The Private Life of the Late Benjamin Franklin, LL.D. London: J. Parsons, 1793.
- Franklin, William Scott. Newspapers and Periodicals of Illinois, 1814-1879: Collections of Illinois State Historical Library Vol. 6. Chicago: R.R. Donnelley & Sons Company, 1910.
- Harrison, James Henry. Pearl Rivers, Publishers of the Picayune. New Orleans: Tulane University Press, 1932.
- Lindus, Linda. Personal Interview. 15 March 2007.
- Mott, Frank Luther. American Journalism: A History of Newspapers in the United States Through 250 Years, 1690-1940. New York: Macmillan, 1941.
- Murphy, Sharon M. and Schilpp, Madelon Golden. Great Women of the Press. Carbondale, Ill.: Southern Illinois University Press: 1983.
- N.W. Ayer & Son's American Newspaper Annual 1893-94. Philadelphia: N.W. Ayer & Son's 1893-94.
- Nichols, Carol. Personal Interview. 23 March 2007.
- Thomas, Isaiah. The History of Printing in America with a Biography of Printers, and an Account of Newspapers. 3rd ed. New York: The Imprint Society, Inc. 1970.

APPENDIX A

Illinois Female Publishers in 2006

Quick Facts

Total Illinois Female Publishers: 63

Total Illinois papers run by a female publisher: 106

Illinois Female Publishers who oversee a daily paper: 7

*Key:**Publisher's Name*

-Paper Name

Circulation

Location in Illinois

1. Almquist, Terese
 - Ashton Gazette (The), Ashton
 - Cir. 900
 - Rochelle News-Leader
 - Cir. 3,194
 - Rochelle
2. Arnold, Elin
 - Tonica News (The)
 - 658
 - Tonica
3. Best, Marion E.
 - News-Progress (The)
 - Cir. 3,564
 - Sullivan
4. Bloom, Andrea
 - The Earlville Post
 - Cir. 1,010
 - Earlville
5. Boma, Mark & Mary
 - The Paper
 - Cir. 10,000
 - Dwight
6. Boren, Julie
 - Greene Prairie Press
 - 2,720
 - Carrollton
 - Jersey County Journal
 - 8,600
 - Jerseyville
 - Pike Press
 - 7,340
 - Pittsfield

- Weekly Messenger (The)
1,520
Pleasant Hill
- Scott County Times
1,520
Winchester
- 7. Brooks, Linda
 - Walnut Leader (The)
1,437
Walnut
- 8. Conley, Mike & Sybil
 - Edwards County Times Advocate
1,585
Albion
 - Trenton Sun (The)
1,650
Trenton
- 9. Copelin, Nancy
 - County Tribune (The)
515
New Berlin
 - Waverly Journal
1,118
Waverly
- 10. Coulson, Joan
 - Pike County Express
3,965
Pittsfield
- 11. Cowsert, Sandra
 - Herald-Enterprise
2,005
Golconda
- 12. Cutright, Jane Shaw
 - Menard County Review
1,423
Greenview
 - Petersburg Observer (The)
3,062
Petersburg
- 13. Denman, Sandra Larimore
 - Delavan Times (The)
1,181
Delavan
- 14. Dotson, Jane
 - Highland News Leader
5,800

- Highland
15. Ervin, Cynthia
 - Blue Mound Leader (The)
 - 866
 - Blue Mound
 16. Farren, Kathy & Jeff
 - Oswego Ledger-Sentinel
 - 7,571
 - Oswego
 17. Galer, John & Susan. Galer, Nancy & Phil
 - The Journal-News
 - 7,559
 - Hillsboro
 18. Goff, Patricia & Jones, Arthur
 - Lone Tree Leader
 - 1,800
 - Onagra
 19. Griffith, Susan
 - Star Courier
 - 6,155
 - Kewanee
 20. Henson, Karen
 - Fisher Reporter (The)
 - 1,064
 - Fisher
 21. Hinton, Earleen
 - Forreston Journal
 - 800
 - Forreston
 - Mt. Morris Times
 - 662
 - Mt. Morris
 - Oregon Republican Reporter
 - 1,393
 - Oregon
 - Tri-County Press
 - 1,090
 - Polo
 22. Hudson, Virginia
 - Country Crossroads
 - 815
 - Oakland
 23. Hutchinson, Samantha
 - Newman Independent (The)
 - 632
 - Newman

24. Hutson, Tom & Eunice
 - Macomb Eagle
 - 2,251
 - Macomb
25. Jones, Dorothy
 - Girard Gizette
 - 1,269
 - Girard
 - Northwestern News
 - 935
 - Panhandle Press (The)
 - 968
 - Raymond
 - Virden Recorder
 - 2,147
 - Virden
26. Jordan, Anne E.
 - East St. Louis Monitor
 - 8,196
 - East St. Louis
27. Kearney, Kim
 - El Paso Journal
 - 1,200
 - El Paso
28. Kerkemeyer, Terra
 - Evening News (The)
 - 3,400 (**Daily** except Sunday)
 - Benton
 - Progress (The)
 - 1,023
 - Christopher
29. Kramer, Henry & Dorris
 - Fulton Journal
 - 1,844
 - Fulton
30. Langford, Jane
 - Nauvoo New Independent (The)
 - 407
 - Nauvoo
31. Lasswell, Marylee
 - Breeze-Courier (The)
 - Daily**: 6,084 (except Sat)
 - Sunday: 6,129
 - Taylorville
32. Lindus, Linda
 - Pantagraph (The)

Daily: 47,064
 Sunday: 49,687
 Bloomington
 -Woodford County Journal
 3,092
 Eureka
 -Gibson City Courier
 1,780
 Gibson City
 -Heyworth Star (The)
 1,029
 Heyworth
 -LeRoy Journal (The)
 839
 LeRoy

33. Luttrell, Elizabeth
 -Herald-Star (The)
 599
 Edinburg

34. Lysen, Margaret D.
 -Alsip Express
 4,970
 Alsip
 -Bridgeview Independent
 2,730
 Bridgeveiew
 -Burbank Stickney Independent
 5,008
 Burbank
 -Beverly News
 4,190
 Chicago
 -Mt. Greenwood Express
 6,001
 Chicago/Midlothian
 -Scottsdale Ashburn Independent
 5,960
 Chicago/Midlothian
 -Chicago Ridge Citizen
 2,119
 Chicago Ridge
 -Evergreen Park Courier
 5,000
 Evergreen Park
 -Hickory Hills Citizen
 N/A

- Hickory Hills/Midlothian
 - Midlothian Bremen-Messenger
 - 9,457
 - Midlothian
 - Oak Lawn Independent
 - 9,306
 - Oak Lawn
 - Orland Township Messenger
 - 3,660
 - Orland Park
 - Palos Citizen
 - 4,101
 - Palos Hills
 - Worth Citizen
 - 2,112
 - Worth
- 35. MacKay, Bonnie
 - Lombardian
 - 13,500
 - Lombard
 - Villa Park Review
 - 8,000
 - Villa Park
- 36. Maddox, Rinda
 - Sidell Reporter
 - 852
 - Sidell
- 37. Manning, Linda
 - Hometown Journal (The)
 - 2,892
 - Flora
- 38. Mars, Mindy
 - Shelbyville Daily Union
 - 3,305 (**Daily** except Sat & Sun)
 - Shelbyville
- 39. McCullough, Joyce
 - News Tribune
 - 17,575
 - LaSalle
- 40. McDowell, Pam
 - Macomb Journal
 - 6,174
 - Macomb
- 41. Moewe, Karen Miller
 - Chillicothe Independent
 - 1,600

- Chillicothe
42. Nichols, Carol
-Commercial-News
Daily: 15,173
Sunday: 17,187
Danville
43. Noonan, Mary J.
-Des Plains Valley News (The)
3,300
Summit
44. Nowack, Barbara
-Ashland Sentinel
616
Ashland
45. Perry, Beverly & Wayne
-Enterprise (The)
7,004
Plainfield
-Rushville Times (The)
3,445
Rushville
46. Quick, Shirley
-Farina News
1,033
Farina
47. Rash, Julie
-Hardin County Independent
2,571
Elizabethtown
48. Reppert, Dianne
-Dongola Tri-County Record
945
Dongola
49. Rhodes, Barbara
-Tri-City Register
490
Buffalo
-Riverton Register
1,057
Riverton
-Williamsville Sun
242
Williamsville
50. Richards, Amy
-Northwestern News
4,621

- Palmyra
 -Reporter (The)
 18,860
 Worth
51. Rodeffer, Dessa
 -Hancock County Quill (The)
 1,136
 Laharpe
 -Henderson County Quill
 1,475
 Stronghurst
52. Schiver, Andrea
 -Guardian (The)
 3,386
 Casey
53. Scott, Karrie
 -Norris City Banner
 1,133
 Norris City
54. Simoneau, Therese
 -Advocate (The)
 1,321
 Clifton
55. Slack, Chris & Cindy
 -Arcola Record-Herald
 1,889
 Arcola
56. Smith, Randi
 -Clinton Daily Journal
 1,663 (**Daily** except Sat. & Sun.)
 Clinton
57. Stiles, Linda
 -Blade (The)
 1,707
 Fairbury
 -Flanagan Home Times
 291
 Flanagan
 -Daily Leader
 4,103 (**Daily** except Sun)
 Pontiac
58. Strohm, Gary & Melody
 -Marshall Advocate
 2,084
 Marshall
59. Whalen, Sharon

- Illinois Times
28,467
Springfield
- 60. Widener, Barbara
 - Limestone Independent News
1,800
Bartonville
- 61. Williams, Clarissa
 - McLeansboro Times-Leader
3,170
McLeansboro
 - Mt. Vernon Register-News
9,359 (**Daily** except Sat & Sun)
Mt. Vernon
- 62. Wellenkamp, Pat
 - Cass County Star-Gazette
2,766
Beardstown
 - The Tri-County Times
311
Bluffs
- 63. Wormley, Cheryl
 - Woodstock Independent (The)
3,100
Woodstock

APPENDIX B

Interview Questions Background

1. Where/When were you born?
2. What was your family life like?
3. Where did you go to high school?
4. What activities were you involved in during high school?
5. What were your parents' expectations of you growing up?
6. How did you decide where you went to college?
7. Did you have any media experience while in college?
8. How has your family life shaped your interactions with male coworkers/bosses?
9. Growing up, were you closer with your mom or dad? How so?

Media

10. Have you always known you wanted to work in media?
11. What are your earliest memories involving media?
 - a. Newspapers? Movies? Stereos? Books? TV?
12. Did you read a lot growing up?
13. What is your favorite movie? Why?
14. What is your favorite book? Why?

Early Professional

15. What was your first job after college? (year?)
16. What was your responsibilities/role in that workplace?
16. Did you feel you had to work harder/learn faster because you're a woman?
17. Did you experience anything that surprised you?
18. How did you become publisher at the Decatur Herald?

Continuing Professional

19. What are your responsibilities as publisher?
20. What position are you in your corporation? (If owned by one)
21. What responsibilities does that position entail?
22. What are the advantages/disadvantages of being a woman in your position of leadership? (Or are there any at all?)
23. How would you describe your relationship with:
 - a. Female counterparts?
 - b. Male counterparts?
 - c. Co-workers?
 - d. The community?
 - e. Illinois journalism?
24. If you have to make a tough call – like whether to publish something or not – what factors do you consider when making that decision?
25. How would you describe your decision making ability?
26. What makes you good at what you do?

27. Career-wise, what are you most proud of and why?
28. Have you mentored other women?
29. Describe a typical day.
30. Do you have times during the year when you are busier?

Family Life

31. Are you currently married? (Date?)
 - a. How did you meet?
 - b. How is s/he employed?
 - c. How does s/he feel about your career?
 - d. How do you balance spending time with your family and work?
32. Have you been married before?
33. Do you have children? (Names/ages)
 - a. What's the hardest part about having a career and being a mother?
 - b. How do you address those challenges?
34. How often do you talk to somebody in your immediate family? (mom, dad, sibling)
35. On a scale of -5 to 5 with 5 being the most important and -5 being irrelevant, rank how important your career, family and personal life are to you.
36. What do you do for yourself? (for fun)

Women in Media

37. Have you ever been discriminated against? Please explain.
38. Have you ever had to deal with an instance of discrimination in the newspaper office? Please explain.
39. Do you think sexual discrimination occurs as often as it used to? Why?
40. Because The Pantagraph is part of a newspaper chain, do you think sexual discrimination is more or less likely to occur? Why or Why not?
41. What, do you think, is the most common type of sexual discrimination in a newspaper office?
42. Do you think your decision making process is different than your male-counterparts?
43. Do you play golf?
44. Why, do you think, there are fewer women publishers in Illinois than men?
45. How would you say a woman's role in the newspaper industry has evolved since you've been in the field?

Misc.

46. What advice would you give to recent women college graduates?
47. Anything else you would like to add?

APPENDIX C

Transcript of interview with
LINDA LINDUS
Publisher
The Pantagraph
Bloomington, Illinois

Q: Who was your mentor growing up?

A: My grandmother. She was a woman who was working in the forties and fifties, when women weren't supposed to work. And she always told me that I could be anything I wanted or do anything that I wanted to do. And the other lesson that she always gave me was that, if you're going to do something, regardless of what it is whether its making the bed or running for elected office, you always do the best and the most honorable job that you possible can - I make a really great bed. So Grans was the most influential person in my life. She was a great lady. She died when I was a senior in high school. So she never got to see what I did do with my life. That's kinda the sad part.

I didn't go to college the typical way that students go to college today. I started to work when I turned at 18, and I went to school at night. That's how I got my formal education. It was quite common in my era.

Q: Where was your first job?

A: At the telephone company and I was a customer service representative. And I was this sweet young thing who had only done telephone solicitation and baby sitting in high school and I didn't have any great understanding of the working world. I didn't realize that you had to be there on time and you had to be there every day, and so, I only lasted in that job oh two months. And they said, perhaps, I should find another career. And it was a really hard lesson for me. Since that point, I've been to work on time, I'm never sick, and I don't take days off frivolously. Then I went into doing other customer service work. I went to school at night. I went into the cost accounting and accounting department. I worked a variety of things. And then one day I had a friend call me and say - I did public relations too- everything from the X to the local garden club event. So this friend said: "I need someone to come in and help me straighten out the books in my newspaper office. They're really a mess. Can you do that for me? And I said, certainly. So I went in. And I was working in his office, getting things organized and straighten up and a reporter didn't show up for work one day. His car broke down, and he didn't show up for a week. Well in that week's time I was out covering government reports, general assignments. And it was great fun. And I thought, this is really interesting b/c you have to know a little bit about a lot of things and you have to become an instant expert. And it was, and I was always a good writer. So it was one of those moments in my life when the light bulb went off and I thought: this is what I'm supposed to be doing. So I stayed on and I worked for minimum wage because you know, he felt like he had to pay me something (the kids were little at the time) a year later I was editing a newspaper. So that's the way I got into the newspaper business.

Q: That was at Arizona?

A: Yes, it's no longer in existence. It was just one of those meant to be type of things.

Q: Going back to your grandmother. What job did she do?

A: My grandmother was a she worked at the telephone company and that was back in the days when they had the long chords and you plugged them into the switch boards. And they had party lines. I'm really aging myself here, and she ran the (switch board). She started out as an operator and then became a supervisor for all the operators.

Q: How often did you get to see her?

A: Before my father and mother divorced, I saw her everyday. Then after my parents divorced, I was 10 my step-father was in the service so we moved a lot and I didn't get to see her that much.

Q: What activities were you involved in high school?

A: I played all the sports team.(field hockey, basketball, volleyball, some color-guard.) We had no school newspaper. Prom committees. I went to school on the east coast. There was girls' team.

Q: What year were you born?

A: 1948.

Q: So you were in high school before title X?

A: Because I was able to play sports I learned about team settings, that made it... a lot of times women was to come to that compromise, and they don't know about wining, and so in my generation it was very important that if you were going to be successful to know about winning. And I think the sports I played in high school helped me learn that the goal is truly to win, its not just to play, but its truly to win and about that competitive spirit.

Q: How has that helped you now?

A: Well this world is very competitive. We compete for the best workers; we compete for a certain market segment; we compete to get the news first; we compete to write it the best, the manner that it can be consumed efficiently. Everything we do is a form of competition. Because you know I say it was really competitive when I was growing up, but even today it's more competitive with the time. I mean look how busy you are, look how busy I am. Look at how many more things there are to compete for our time. That competitive nature is really important. ... I'm aware of it and that I can't just sit back and relax because if I'm not moving forward and going forward and the company's not moving forward than you're going backwards.

Q: You went to different colleges?

A: I went to different colleges. I picked up a course here and there. I never finished. Sometimes I think that if I stayed in one spot long enough, I'd get an opportunity to finish.

Q: Do you think that's hindered you in any way?

A: My generation it hasn't hindered me. Today it would. Today a college degree is just like a high school degree.

Q: Would you say you're family life has shaped your interaction with Male coworkers?

A: No.

...

Q: What are your earliest memories of media?

A: I was seven or eight when we got our first TV. Walter Cronkite was always a hero of mine. Probably the only time I've ever been speechless. I've always loved him ... we were at a social function. He found out I worked for the newspaper. (This was) 27 years ago. He went on about how important newspapers are to the future of the country. We were at these people's house, he picked up the newspaper. Do you see this, he asked. There's so much information in here. People who get all of their news from TV news are not informed and there's no way they can be responsible citizens, he said.

Q: What is your favorite movie and why?

A: I don't have a favorite movie. I sometimes go to the movies but very rarely. I don't find movies entertaining. I like interactive hobbies.

Q: What's your favorite book?

A: The Bible. My favorite novel is Atlas Shrugged. It appeals to every emotion and condition of man. And it shows, to me at least, there's a lesson in responsibility and how if you give away...that you have to be responsible for your future and you can't let someone else control you're future because they might take it in the wrong direction.

Q: Going back to your first journalism job. What was the name of the paper?

A: The Paragraph - name of her first paper she worked at.

Q: How old were you?

A: Mid-twenties, 28 and 29.

Q: Did you experience anything that surprised you? (when she started as a reporter)

A: No, I was an active citizen. I was involved in community organizations, non profits. I knew about city council, zoning rules. So I was probably more in tune than the average person on the street. So it wasn't a big shock to me.

Q: How did you become publisher?

A: I first became a local publisher in 1983. ... Then I became a publisher of my own stand-alone operation in 85, and because I had a business background before I went into the news end of it, instead of doing it the other direction, it was an easy transition for me because I understood the business aspect of it. And I mean, I'd sold ads. I know how hard it is to go out and sell an intangible product: I'm going to sell you an ad in my paper and it will make people come into your store.

Q: What do you do as publisher?

A: I sit on the editorial board. I read the newspaper and I actually do a critique. I'm the reader's voice at the newspaper. When I look at any of our products, I am the reader's voice. I'm the person who takes the research that my marketing department has done and says: OK this is what they're saying. And I can work that into: OK, Mr. Editor, this is what our readers say they want. This is what we're giving them. This is where we need to look at changing our product in order to meet the needs of our readers. I also count beans. I do a lot of that.

Q: Do you feel like your responsibilities of being at a larger paper are different than being at a smaller paper?

A: Well I just add decimals. Seriously, you have more people, and you add a lot more zeros.

Q: You are Lee's operating vice president. What are the challenges there?

A: I have 6 to 8 publishers who report to me. So when they have an issue - whether it's a personal issue or a product issue, or they can't figure something out like their market is changing - I'm the one they bounce ideas off of. I'm also the one who calls up and says: "You know I noticed your circulation units and home delivery have dropped this month. Why?" So I'm their friend, and I'm also the one who inspects. So yes, sometimes it is difficult to juggle that.

Q: You travel a lot?

A: Yes. (She visits the newspapers and corporate headquarters for her responsibilities)

Q: You've also moved a lot. And you also have a family. What are the challenges there?

A: They moved with me. They're very resilient, the children are. To give you an example, my oldest daughter, decided last year (she and her husband) wanted to move to the East Coast because it had the kind of hobbies they wanted. She and her husband both quit their jobs and moved. They just moved. They had no jobs, they had nothing. Now how many people have that much courage? Sure there were difficult times, but it brought with us a certain sense that things work out regardless.

My husband, at one point, worked out of the home. Now he has a business for the state of Illinois. So as long as we're in Illinois, we're fine. But yes, it's difficult on the family. It'd be just like ... I'm the one with the career who does that.

Q: What are the advantages/disadvantages in your position of leadership?

A: It's still pretty much a good old boys system. The president of the bank is a man, president of this is a man. And I don't play golf. So it's hard to do the social things that are expected of a publisher because I am publisher. It's just a fact of life. That's a disadvantage because you have to get to know people in a different way. I think the advantage of being a woman is we are (more) hard wired than men are. We are more intuitive and able to read people more than the traditional male of my generation. Did you notice how I worded that? But the social requirement is hard.

Q: Do you see a difference between younger men and men who are more your age?

A: Men of my generation, and probably those in the GEN X are...they grew up with a different set of beliefs and paradigms about women and many of them don't know how to interact with women as well as your generation - the Millennial Generation. Your generation is great that way. I mean you're just all people. In our generation it was very divided by the sexes, and it makes it more difficult.

Q: How much does that really bug you?

A: Long time ago - and this is probably one of the reasons that I have been able to be successful - I realized there are certain things that just won't change, don't worry about it, and move on. And that's what I've done. Once in awhile, I've been like "Oh gosh I want to go play golf with the guys." But they don't want me to play, so oh well I've found something else to do. You just have to...I think that there are certain things that are never going to change, and if you worry about them you're just wasting your energy which can be better (served some where else)

Q: There's the mentoring when golf is played. How have you been able to do that?

A: That's one of the shortfalls that women have. And that's one of the reasons - even with our Women's Movement - that it has taken so long, the mentoring process for women. I think it's just in the last 5 or 10 years that people are beginning to realize just how important it is to mentor the next generation of female leaders.

Q: So, skip to number 28. Have you mentored other women?

A: Yes I have.

Q: How is that different?

A: I've mentored other potentials. I don't believe there should be a divide between the sexes.

Q: How is your mentoring different than golf?

A: Generally it's more done in the office. Generally it's more done...women still have the issues with childbearing and rearing that men don't typically have. I worked with a program the NAA, the speaker association of America, and it's called the Breakthrough Project. It's a mentoring program for minorities. I worked on that for a couple years. I no longer do. That was a mentoring for young women. That brought me a great deal of pleasure.

Q: How would you describe your relationship with your colleagues?

A: Some men you can't just be friends with. I enjoy working with people.

Q: How would you describe your relationship with the community, having just moved?

A: The position of publisher carries a great deal of power with it. And what also happens is that people want that position on a variety of boards. So...how to word this...if I were Linda Lindus moving into the community, trying to become a member of the economic development commission would be very difficult task, if not impossible. But Linda Lindus the publisher moving into the community, it's not difficult because they want the publisher of the newspaper, the publisher of the web site, they want the person who writes and buys ink by the barrel. So that makes it much easier to become an active member of the community versus if I were just a person coming in off the street.

Q: Why is it important for you to be an active member of the community?

A: It's important. But what's really important when you're a newspaper this size is, that the people in your organization also be involved in the community because the newspaper shouldn't be one person or the organization shouldn't be one person. But it should be all through the organization. Our reporters, our circulators, or our advertising people can't understand their marketplace, their readers, their consumers, their customers unless they're involved in the community.

So I don't like to be the queen. I like to see everyone involved. Does that make sense? But it's important that I be involved.

Q: Would that answer hold the same for Illinois journalism?

A: Yes, if you're not involved in your community, you don't know what's going on and if you don't know what's going on you put out a lousy product or products. So it's important to be involved in the region.

Q: Do you think it's easier to do that because you're a woman or because you're friendly?

A: Because I'm friendly. My mother never knew a stranger and neither have I.

Q: What factors do you consider when making a decision?

A: Generally, the first question is this the truth, the second question is it fair, and the third question that I ask myself is will it serve the public's (best interest) and if the answer to all three of those is yes, then its published. I can't remember ever spiking a story. I can remember holding a story until we had adequate support of the facts we were reporting. I can remember holding stories with anonymous sources because I don't believe in enormous sources until we had at least three people who would verify what was said. We have a very stringent a source policy here at the Pantagraph. And that's it.

Q: Describe your decision making ability. How long do you take decisions? Or does it depend?

A: It depends on what it is. I make decisions quite quickly, but if its going to affect a great deal of people I generally like to bring in other minds so that where I'm coming from doesn't influence the decision totally.

Q: What makes you good at what you do? 22:17

A: I'm very smart. We test people here. We test people here before we hire them here. That's just what we do. And we require that they be smarter than the average.

Q: You took the test?

A: I took the test. I have a great drive. No one can drive me harder than me, but intelligence is a prerequisite to success.

Q: What are you most proud of career wise and why?

A: I'm proud that I work for a very honorable company that believes in the importance of a free press and protecting our democracy.

Q: Describe your typical day.

A: There are no typical days. You knew I was going to say that. You know there really are no typical days. I have typical months.

Q: Ok. Let's combine the next question. Do you have times during the year when you're busier? Give me a month.

A: Ok. Let's pick a budget month. We're developing budgets, and we're going through sales territories to determine how many new businesses and how many obs - out of businesses - are in that territory and how much revenue are we going to be able to get out of that territory for the next year and where are we going to get additional revenue to make up the difference. You know budgeting is probably a month, two month process. Where we go through it and analyze it so we can be strategic in our thinking. And we can say: "OK, we can take this much of our resources and devote it to this new product or this new way of getting information or serving our readers or advertisers." Budgeting is fun. I keep telling myself that. If you look at it strategically it is fun because it becomes like how can we reach more people, how can we get more information out in the manner that people want it.

...

Q: What about your family life?

A: I'm married. I have been. I've been with my husband since 1992. We met at a planning and zoning board meeting. I told you he works for the state. He loves my career. We sometimes have time balancing. I have two daughters. Adrienne is 31 and Loraine is 33. Adrienne started young. 11,9,5,4 - Grandchildren. They are the joys of my life.

Q: How often do you talk?

The one that's 33 - sometimes four times a day sometimes once a day, but (we) never miss a day. The one that's 31, I probably talk to her twice a week. I call my mother on Sunday. I talk to my sister three times a week. I make time for them because that's your connection.

Q: Brothers?

A: I have one brother who's 12 years younger. I have a sister who's two years younger.

...

Q: On a scale of -5 to 5 with 5 being the most important and -5 being irrelevant, rank how important your career, family and personal life are to you.

A: Well my career is me. I'm so tied up in what I do, I love what I do. That's the only way you can be truly successful. I get up everyday, and I mean it's not work. It's fun. I just love it. And I think right now, we're in this really exciting time in our industry, our business, because the way the people receive their news is changing so dramatically. And trying to develop the business model for the future. Where's it going to go? I mean how exciting is that? It gives me goose bumps just talking about it. So that's fun. So that's a five.

My family is a five. You can tell by how often I talk to them. And my husband is the love of my life. He's wonderful; he's my other half. But I do take care of myself. I have a hobby. I ride horses. I just gave my second favorite horse to my daughter. My other one is not broke.

I go for massages. I get my pedicures. I get my hair cut. I take good care of myself. I have friends. I socialize beyond work. I have a girlfriend who's a vice president of a company, and when we go out with our husbands, we don't talk about work.

Q: Is it nice to have a friend you can relate to?

A: It's very, very important. Sometimes being a female publisher is very lonely in smaller communities because what you run into is you're in that executive level position, and there aren't many women in the community who are in that type of a position, and their issues and challenges in life are so different from what you experience that you lose that contact and that connection.

Women and Media

Q: Have you ever been discrimination against?

A: Oh yeah that happened all the time. (While covering a story a man asked me: "Can't you bring me a man sweetie?" Oh this goes back a lot of years when I was selling ads, wanting favors for the ads. Those things happened. It still happens, only now there's laws against.

Q: Now that you're the publisher, are people so scared to talk to you?

A: Some of the calls that I get, the language they use (shows) they're not afraid of me. It makes no difference.

Q: What if you'd been a guy; would you still have gotten that language?

A: Yeah, sometimes I think so. I have had irate customers call. Sometimes you have (instances

where) they'd talk to the classified manager and that'd be a woman, then they'd talk to the ad director and that'd be a woman and then they want to talk to the main boss. And I answer the phone and they go, "Don't any men work there?" but yeah, I get that. So it's funny.

Q: Have you ever had to deal with an instance of discrimination in the office? Someone you oversee?

A: Not in recent history. I can't remember anything in recent history.

Q: Do you think it's not as common any more because of the laws or because of younger people coming up.

A: Like you said, part of it is the Millennials and the Gen Xers. You have more of that influence in the workplace. And then you also have the changes in the laws, which have been so dramatic since when I started out.

Q: Really?

A: Life has changed dramatically since I entered the workplace forty years ago. Forty years ago, when you were a young women in the workplace, before the laws were in place that are there today about harassment and discrimination, it was not uncommon to have a male supervisor who thought it was his right to solicit you for sexual favors, slap you on your backside or pinch you in your bosom, or to pin you to your desk and ask you for a kiss. Did that ever happen to me? Yes. And I'm glad the laws have changed because that was very uncomfortable. And the only recourse women had in that time was to change jobs.

Q: Do you think since the laws have changed, do you see different types of discrimination happening?

A: Well, I think its far less today than what it was forty years ago. And that's good. I also think people today have become so sensitive that when a person disagrees with them - because we're not taught how to disagree or have a civil conversation - that some people confuse disagreement with discrimination. And that's really frightening. There was a really interesting study done by the Knight Foundation on freedom of speech in high school, and how they feel about it. And there's a real challenge to freedom of speech today, and it's all tied up with the political correctness movement and that's very concerning to me as a journalist because that's what our country is built on - that freedom to say what you want to say, when you want to say it. But don't yell fire in a crowded theater.

Q: Why do you think there are fewer women publishers?

A: In Illinois when you look up at the make up of newspapers here, the smaller newspapers are primarily family-owned. And then our industry has been very slow to promote women. It's just been in the last 10 years that women have been promoted into the publishers' ranks and shall we say in droves?

Q: Are family owned papers as common in the other states you've worked in?

A: Illinois has more newspapers than a lot of states. You know the family thing is pretty staggered in the states and throughout the country. Family journalism is common across the US, and then with the other newspapers, people like Sue (Schmidt), Julie Bechtold in the Quad Cities and me. A lot of men are not willing to put their careers second to the woman's careers (in my generation). You have to have a certain amount of time and experience to become a publisher. So I think as your generation moves through you're going to find that 50/50 split. But in my generation, no. The next generation, a little bit more. I think Sue. She's probably a millennial. So you're going to see more and more women coming into the leadership roles.

Q: How would you say women's role in the newspaper industry has evolved since you've entered the field?

A: We're accepted finally. We didn't used to be accepted. We use to be able to write features and gossip columns. And now we can do it all. And probably better than most men, but I probably can't say that. (Laughs)

APPENDIX D

Transcript of interview with
CAROL NICHOLS
Publisher
The Commercial-News
Danville, Illinois

Q: Go head and tell me a little bit about your Background

A: I started here (The Commercial-News) when I was 18-years-old. I was going to junior college in Danville. I'm from Danville originally. My husband and I started actually dating the same day I started my job, and we ended up getting married the October afterward, and I didn't finish school at the time because...the wedding...I was going to do it, but anyway that's another part of the story. But I started here when I was 18. I started in the dispatch department at the time. My job was to type ads up on the electric typewriter with triple space so you could mark them up. And then delivered proofs and tear sheets to customers. I did that for about a year and a half and then I moved into sales. I really always liked the sales idea, and I would take ideas to the sales managers and say, couldn't we sell something like this and finally they let me go into sales. I worked in our bureau office in Covington, Indiana for three years and did retail sales - went out and talked to customers and sold advertising - came back and worked in our downtown area, worked for downtown Emergency Association as an Ad rep for three years, then I headed back to be a retail manager (at the paper). I did that for a year then I became ad director. I was 25 when I became Ad director, and I guess I did that for 15 years. In 1989, we were at the Gannet Newspaper Conference. And I won one of the president's rings. Gannet has a program - the top ten people in each department each year get a gold ring - its a big G with a diamond in it - So anyway, I had won a president's ring that year for the things we had done in the advertising department. And the next year, I had the chance to move to Elmeyer (sp) New York as ad director there. So I did that. My husband, and my daughter who was 2 at the time, we didn't.... I was just never comfortable. My parents were here, they were older. I wanted to be back home. So we spent like 95 percent of our time traveling back and forth from Danville to Elmeyer. So after a year I just said this is silly. We need to go back home. They didn't have the foresight to leave my job open for me in case I didn't like it. But I came back. First I went to work for the News Gazette - the competing paper in our market - but I just couldn't do that. I had worked here for too long and couldn't sell against it. So I left and became the executive director of an organization downtown. I did that for a year and a half. It gave me a chance to see retailing from the retail's perspective because I was their advocate. But I applied for every job they had at the newspaper from that point on. Literally from - I actually applied for the controller's job. I actually had the publisher this close to hiring me (holds fingers .5 in apart) because I had gotten an associate's degree in accounting and business administration. And I said the only thing that could be better is if you find somebody who has their degree and knows the newspaper business. And he did. So he hired that person. So I didn't get that job. But I did come back in marketing, did that for about a year and half, then went back into the ad director's job, and did that until 2001. In 2001, I became general manager. Gannett sold us to Community Newspapers Incorporated in 1998. And so then I...there were some changeover in the publisher's jobs then. But I did have a chance to work with the man who had been a start up person in the company then. So that was a good opportunity. And then when he left I became publisher so that was in 2001. Technically I was general manager for 6 months before that.

He left the first week in September. So the second day I was officially publisher was Sept. 11, 2001. Since then, as my story continues...I was publisher here until 2005 and had a chance...by then I'd been publisher for four years...and I thought maybe I wanted to do something somewhere else or at least I wanted to do it somewhere else and have more experience and maybe move up multi paper responsibilities. So I went to Anderson Indiana as publisher which is another paper in our chain and the person in charge of the company asked me to do that. And I did that for a year. And I think I finally learned my lesson. That time I did not move. That time my husband lived here, my daughter was going off to college. So she went to Bloomington and I went to Anderson, and we'd all come home on the weekends. Did that for a year, and then decided that just wasn't the

way and talked them into letting me come back. That's not always possible, but it was great that it worked out this time. So I came back this May. Someone called me today and asked me if I was interested in a job and I said no I am not.

Q: What are your responsibilities?

A: I am responsible for the entire operation. And actually I'm also responsible; I sort of have a division level. I'm responsible for Danville. I'm also responsible for our paper in Shelbyville. It's a five-day daily paper in Shelbyville. So, here, I'm responsible for our entire operation: so the department heads that would be ad director, editor, circulation director, business manager, and all those people report to me directly. And then they have staffs.

Q: What are some examples of decisions that you make on a daily basis?

A: Today I made a decision because we had been selling a special section that we only had three pages worth of ads sold and it was supposed to be an all advertising section. So the question becomes do you print a four page tabloid section, which is really what we'd sold to fill or do we go eight pages and try to figure out something else to put in it so it doesn't look so flimsy. A four page section is not something you don't really want to send out to people. So we choose to go ahead and make it eight pages even though it's going to cost us a little more newsprint. And we just on the fly came up with some information to put in it so it wasn't a four page section. So that kind of thing....at the same time, we're in the process...we have a newspaper web site, but we are also toying with the idea of a ...community portal web site. We're trying to figure out exactly what that means that we're going to do with it. We've bought the domain name, which is another web site in our community. But we want to do more with it. So we're looking at doing some sort of blog site, along with links to area things so if somebody came to the site they could look at the site and go, ok I can get to know the people here and I can get to know some ...that might be on the site. So that's our goal. For the last several weeks that's been part of my day. Trying to figure out what we want, working with the people who are deciding it, looking at what kind of software might be good to use with the blog part.

Yesterday, we had a fire in the mailroom. I came out of the meeting, and somebody ran by me with a fire extinguisher, yelling there's a fire in the mailroom. Smoke was blowing. But they had that part under control so the decision at that point was lets get as many people down here to hand insert the paper until they can get it fixed because we had drivers waiting at the back door to deliver the paper so we quickly gathered 10 or 15 people who ran down and inserted papers until they got up and running again.

Q: Did you run an article in the paper about it?

A: You know we didn't because it wasn't that big of a thing. Paper dust just got in there. My first reaction was "should we call the fire department"It turned out to not be that big of a deal. I'm trying to think of other kinds of decisions on a daily basis. Sometimes news related things. Actually I'm more day-to-day involved in things than I ever was before. This is kinda an aside that evolved over time, but I never wanted to be too, too hands on, but I do like to know what's going on. So I've kinda developed this scenario that we've been using for the last six months or so. That I really like. It works out well. I get to know what's going on without being a tough manager. It started with advertising. Once a month I meet with the ad director, the sales manager and each sales person individually...for 1/2 hour to an hour we go over their account list, we talk about their accounts...of course this is where I came from so its fun for me to find out their ideas, help them with ideas for the different customers, what could you talk with them about, what kind of special things could you talk with them about, did you meet your goal, did you make enough calls. So we do that once a month with the ad reps. (I thought this could be done other places.) After awhile I started doing this with district sales managers in circulation, and so we meet with them now and they're the ones who work with carriers...so their responsibilities are making sure the paper is getting delivered. We talk about things like complaints per thousand, we go over carrier's routes, which carriers have the highest complaints and what can we do to fix that: can we talk to them should we just get a new carrier, and they're also responsible for collecting racks. We deal with...some racks have some high theft. People will put money into the rack and then take a bunch of papers....pass out, resell, or I'm not sure exactly what's going on....or it's not being counted correctly, papers and money. There's lots of things that could lead to high rack theft. ...what do we need to do to fix it? Talk to driver, move the rack, put a dealer there, count papers better.

Then the other thing we just added this month, what I really enjoy, is news. We've added an hour meeting. I meet with the editor, city editor and each reporter individually. ... I really enjoyed that. This time was the first time they'd done it. I think whatever background you come from, there's a couple different tendencies. If you come from ad background, as pub you'll either just totally leave news alone and let them do their own thing or you get really super involved in it and ...now you get to play in news. I've tried to leave them alone. I have a great deal of respect of what we are as a news entity. So I think I've become an advocate for the newsroom and the whole first amendment. I have not always been one and one involved with the folks up in the news room. (It's a) good chance. They get to know me, I get to know them. For each one, what stories did they think they were good, what could they improve, do differently. If you had all the time in the world, what story would you do? Then the editor works with them to give them time to do that story. They might not fall for that question next time. They came up with some really cool ideas to work on. Their goal is to have that story mostly done by next month.

Q: If you have to make a tough call, what factors do you consider when making that decision?

A: I guess one tough call that comes to mind obviously...almost since like 9/11. 2000 was a really strong newspaper year, and since then it's really slowed during the years. We had to look at cutting people that's the toughest decision I've ever made. I've had to do it twice. First time was a little easier, because we cut part timers, people who were new, the second time we cut middle level management people. I've been here for 30 years so these people were my friends, and that was very difficult.

The bottom line - one thing that I think is true for women in newspapers, at least it's true for me, is that you come to think of the newspaper as your child. It's not necessarily the people, but the actually entity, the idea of the newspaper, and so you do anything you have to do protect that. I think that was part of it. You know you have to do that because the newspaper has to survive. We're in a little different situation than some chains because our newspaper just started in '97. They went out and bought newspapers...newspapers peaked in 2000 they paid the going rate for newspapers at the time. Then as things kinda dropped off...I always describe it as a mortgage. When you're just starting out and you go out and buy a house and get a mortgage based on what you are making. Then say something happens and your income drops. Now suddenly this mortgage is a bigger chunk that you thought it was. So it's really important that we make the numbers that we say we're going to make. It's not like somebody somewhere is lining their pockets with money. We are paying off a mortgage. There's not a choice. It's not like we can say, "Oh well some guy somewhere is going to make less money." That's not what's going to happen. We have to pay off this mortgage. So I knew we had to do it. There was no choice but to do it. We did everything that we could on the revenue side. ...And I honestly I think ultimately it was a good thing because it made us look at how we did everything at the newspaper and truth was that we didn't need all those people. We did part of it by cutting jobs of existing people, and we also did it by not filling positions...that was the first choice. When I first started as publisher (there were) 120 position now it's down to 85.

You had a certain number of people based on the way you'd always done something and when technology comes in and changes how you do things, but you never change the number of people you have...you just say oh they'll just do something else. And the truth was we are really fairly fine with the h...

Q: So you don't think the quality of the paper decreased by having less people...the people element?

A: If you asked my editor he would say, yes we should have more people.

But another thing we did was we did an audit of how many stories each reporter was doing. And in the beginning, there were reporters maybe doing one or two stories a week. So we set a standard that says you have to do 7 stories a week. (Reporters decided) So we started monitoring that. So you know next thing you know...now it's 10 or 12 stories a week and they just got into the habit of doing that. So actually, we do more. In addition to having...we didn't ever really cut reporters. Let me think. Maybe we did...we closed the Covington bureau office. Really we tried to cut clerical or production people we tried to not cut the people on the street. But at the same time we increased the amount of correspondence work. We're literally spending twice as much on correspondence as we did five years ago. What that does for us, we can write 7 to 12 stories per reporter, but with that \$25,000 I'm paying a reporter to write I can maybe get 50-60

stories from a correspondence because they're doing just the story and turning it in. They're not working 37 hours regardless. It actually works out really well. I think we have more local stories than five years ago with less people.

Q: How would you describe your decision making ability?

A: I suppose it depends on how big a decision it is. One of the things I learned early on in being a publisher, probably my decision making scenario was different in advertising. I'd just come up, but I knew all the nuances; it was easier to just make decisions. When I first became a publisher, suddenly I had 4 or 5 departments that I didn't know all the background on. One the hardest things for me early on was figuring out that sometimes you just have to make the decision. You have to get everyone's input...but sometimes you just have to make the decision and not take forever to do it. One point when I was ad director, I went to a seminar at the University of Illinois (Champagne/Urbana) on women in business. One woman talked about decision making with woman. She said you need to make a decision and then make it right...that was something that I thought about a lot. Most decisions you can fix if it goes wrong. You gotta go with your gut, learn the ins and outs of it, get people's opinions that you value. Maybe you go with their choice or you don't but you've got to go with your gut. And if you've made the wrong decision than the most important thing is then is to correct it. If you get a week, a month, a year into it and you realize this is just not the right thing, you fix it. For example: cutting people. Eliminated switchboard operator's position, consolidated customer service reps, with circulation. (That could be the same dept...People walk in, it seems really easy) so we did that. So calls went to them. Did that for two or three years and it just really when we sat down. It was kinda confusing. People weren't getting the phone answered. So okay, we're going to go back. ..and it's working really well.

Q: Do you consider yourself a risk-taker?

A: I actually do. We have a tendency here to do things that I think are fairly cutting edge. This whole glob site we're talking about doing. I was talking with the guy who is designing for us. What do you think about this and this and this? "for some newspapers, cutting edge is if the editor would actually write a blog. this is fairly cutting edge. Are you sure you're okay." So I think we do that. We had a forum on our web site three or four years ago b4 anyone else had a forum. We were at a meeting in Washington. I remember sitting at a table with these publishers who were just appalled that I would do something like that because do you look at the comments before you post them? Well what if you see something libelous? And now everybody has forums. But we did it before we worked through all those issues. ...don't currently have a forum...under construction. I like what that does as far as creating a community feel, but sometimes you do run into issues. We spend a lot of time negotiating and referring between people. The forum will be on the community site.

Q: When you first started out, did you feel like you had a learning curve, were there that many other women in the newsroom?

A: When I started, I was the second woman in the newspaper. I replaced a woman on the ads staff but she was the first woman on the staff but she was on the staff at the bureau office at Covington. So when I came here I was the first woman who'd been on the sales staff here. And yeah that was a little different. I mean, it took some time. It was kind of a good old boys network. They'd go for coffee every morning and go for Coke every afternoon. There were a couple other people on the staff who were my age so not only was I a woman, I was young, which was different. Everyone else was a 50-year-old white man. That was my world at the time. So we developed our little group...so it was different, but I learned an awful lot from those guys. They were accepting of me, once I proved myself. Once I proved that I could do what they did. So that was fine. When I was ad director the first industry meetings I went to, it was the same thing - a room full of 50-year-old white men, but as time went on, you know, there were more women, more minorities, younger people. But now I'm 50, so it's not quite a joke as it used to be. It was...it's always been a little bit different, but it's always forced me to prove myself. Because I've always had to be a little bit better, and I've always had to prove that I had a reason to be here and that it was okay for me to be in that role. And so I think, it makes you better, it made me better.

Q: Were you ever personally discriminated against for being a woman?

A: There were times I didn't get a promotion and in the back of your mind you think maybe that's it. When I was a sales rep, there were three management positions in the ad dept - co op, regional manager, and ad director. The people in those jobs weren't not young, but they weren't

going to retire next year. The co op manager's job came open, and I applied for that - me and another man on the sales staff. The ad director interviewed us three or four times, and it just lasted forever. And ultimately he hired the other guy because he said I didn't have a degree. I thought that was irritating because I didn't have my degree when he started interviewing me, so I didn't think that was a very good excuse. But within a year and a half the three of them were gone, and I was ad director. I don't know if I created that reality or what happened. But it was just though various scenarios...I happened to click with a new person. So ultimately I ended up getting ad director. Other than that I don't know. One of the things that I think used to happen, but not so much anymore. This happened as ad director and publisher. Somebody will call on the phone, I answer the phone and they always say, "may I speak to the publisher." "I am the publisher." And then there's that pause. "Oh I see, you're a woman and the publisher, I thought you were the secretary."

Q: Have you ever had to deal with an instance of discrimination with someone below you? (that could be for men as well)

A: I can't think of a specific instance, but probably, I do kind of think when I was ad dir there would be times when someone would not want the sales rep they had, and you kinda think b/c they didn't want to deal with them b/c they were a woman. But it might be because they didn't like their sister-in-law and they didn't want to talk to this particular person. I suppose there are sometimes discrimination can happen for other reasons besides sex. But ultimately, a customer always should have someone who they're comfortable with. I always figure the customer is just not going to buy if they're not happy with who their sales rep is. So we've changed those kinds of things occasionally. Q: Do you think sexual discrimination occurs as much as it used to?

A: I really don't think it does. ... Okay, I do have an example. The Noon Rotary in Danville. So I became publisher, and they invited me to belong. They do some bizarre things. 1976 was the paper's first woman publisher. While she was here, she forced the rotary into accepting women. Well they didn't like it. There's a quarter of men in the rotary that still don't like woman and what they do is this thing called Fellowship, which is a misnomer. It's like a roast. And one of the things they like to do is make cracks about the newspaper. If there was something in the newspaper they didn't like. And then they would fine you. So they would fine me a dollar for something that was in the newspaper that they didn't like. It was a fundraiser. But they'd also get up and read like you know funny little ditties about how stupid woman are. So I finally said, and they made you come three out of four weeks, I am not doing this. I am not being forced to come here and sit and listen to people belittle women and what I do for a living. So I didn't go back. So that's the only real discrimination. Younger people don't do much of that.

Q: Why do you think that is? What has changed?

A: Because we fought the fight. Because there were a lot of women in the 50's and 60's who said by golly there's no reason why I can't do that job and I should get paid the same for doing it. Because the people who were in those jobs, resented it. ... There's a fixed jobs out there and there's a fixed number of management jobs. And the deal was, if you've got this pool of people. If women aren't considered then half the pool is eliminated.

Q: Do you play golf?

A: No. Publisher before - became her mentor. She was general manager. So I considered golf the P.E. requirement. I played in the chamber of commerce golf outing. So I occasionally play in publishers golf outing.

Q: Do you feel like its obligation to go play golf?

A: I think we're not alone in the whole downsizing thing that's happening and I don't think people have time...

I think the best networking is being involved in groups in the community or on a committee. I think that's the way to networking. Now that's networking with the community. One of the things that people did for me over time, they let me be involved. NJACCA. We always have tickets to the (local high school) game. I feel like I need to go because I'm the publisher. But I invite other people, meet new people, socialize. So if there's an after-hours the chamber has, if I had someone who I knew was interested in management, I would take them to that. I think that's where the mentoring and helping people know how to do things happens is in those kinds of situations.

Q: Do you find yourself mentoring a lot?

A: I don't think it's a formal mentoring process. I think I make a point of helping both our men and women managers to learn how to do it better. I guess I arguably did mentor ...the guy who took my job. He was from the industry side. So I really felt that was someone that I mentored. I taught him the newspaper business. When I left and went to Anderson, he took the publisher's job.

One of the issues we have with a paper of this size...there's not...I think there's less movement from paper to paper in our chain because we tend to be small community papers. With Gannet, we were smaller paper in the chain so a lot of people move through Danville to other places. So you have a better chance to ...here its more people are here because they want to be here. They're like me, they're from here, or they want to be in this market. I don't have a lot of people who want to move up.

Q: The focus of your paper is more community oriented...or more than normal?

A: Everybody on our operating committee is either from the area or has been here at least 15 years. I think that's good because, I mean and maybe it would be nice if we had more of a mix, because people really know the market.

So you see it as an advantage? Absolutely. It would be so hard to sit there and everyone had their story to tell. But they didn't necessarily...sometimes translate well from market to market and some things don't. So it's important to know the market to know which things will translate well.

Q: Do you think your decision making process is different from your male counterparts?

A: Probably women consider things longer than their males counterparts. It depends on the person. I've worked with publishers who will make a decision just like that and gone on. I've worked with publishers who will never make a decision it just goes on forever. So maybe it's person by person. Yeah, I don't think it's fair to say.

Q: What are the disadvantages/advantages versus privately owned?

A: One of the advantages of a corporation is definitely the fact that you've got opportunities to move if that's what you want to do. The resources are more. When you go to training, you're getting the same information that the same publisher in Honolulu, Detroit is getting. You have access to lots more resources. We don't do a lot of company-wide meetings, but we do regional meetings. You have more resources as far as capital, than if you were just a family. If your press breaks, it's like what do you do now?

Just as an example, the News-Gazette is family owned. A woman ran it forever, and she left it to a foundation. So literally they're not-for-profit. That would be just a whole different world to me. They own the paper; they don't have that mortgage hanging over their head. ...It's like whoa to not have that constant constraint: I'm going to have to make this number. This is, as a stock holder, I don't think I'd like it, but it would certainly allow you so much more authority to do things. Certainly most people would see that as an advantage. On the other side, if you have several bad years you might not be able to keep doing it. But with a corporation, one side of the country might have a good year, the other a bad year so they balance out.

Q: Why wouldn't you like it?

A: I love the challenge of it. The financial side is something I really enjoy. I like being able to balance that. I know I have this much extra money this month, so we're going to do this because we can do this now and next month when I have it budgeted I won't need to do that and if we're down, it will be okay. working with the sales rep and trying to figure out how to get the money that you need to make.

You wouldn't have that if it didn't matter. If it doesn't matter how much money you make, then okay fine.

Q: Would you say that helps you push you guys a little more?

A: Oh absolutely. You have to be better.

Q: So, from the privately owned papers - since you're not answering to stock holders, you can cover what you want to cover.

Oh absolutely. That's the value. It just depends on where you're coming from. My editor, probably, would think that's a great thing, would be very happy doing that. It's just what you enjoy doing with life. The short time I worked for the downtown entity...it just drove me crazy. It was like If I had this thing to do, I would save it so I would have something to do tomorrow. It just made me crazy.

I have to have that challenge, and that...you know it I like to think its something I can do and maybe everybody can't do it. That makes me feel good about myself.

Q: Why do you think there are less female publishers in Illinois?

She asked how many publishers in Illinois. I said I think less than 20. she asked out of how many papers? I said the IPA ones.

There I get to mentor her. (publisher at Shelbyville) We worked together. she calls me when she has a problem and we talk. My rule of thumb b/c I someone to believe this about me. The best thing is to let people run their own papers. If you know you're own market, it's best to do that. Maybe I don't pay as much attention as I should I don't know why there wouldn't be as many women. When I was in Anderson, there were probably 10 papers, there weren't that many women publishers though. probably 2 or 3 women out of that.

I said: there are women, but the ones in the hone book they're publishers at several different papers. They'd have their office in one, but they'd also over see other papers. So the number of papers they're overseeing is more than 20. roughly.

I'm not surprised at that. I understand that that happens when you have lots of small papers. WE have a product...Wabash valley news...techniqually I'm the publisher. But I think of it as being a separate entity.

I wouldn't understand why.

Me: In Illinois there's less

I would argue that there's more than there were 20 years ago.

Q: Do you see there being more women in another 20 years.

A: Oh absolutely. I think at some point its going to be 50/50. You know, it certainly takes some commitment. Maybe women...you know, I say that and I don't know. I mean your classes is it pretty much?

Q: There's more females in journalism school.

A: Interesting. But is that because we're not paying people enough? I worry about that.

Q: From studies that I've read, there's a professor at SIUE, and she's found that 60/40 in journalism schools but in the workplace it flips -- and this is editing and reporting - b/c more women go into PR.

A: That's not good. We need to do something about that. OK. I don't know. I would like to think that there was no reason that women would have today the same opportunity, if that's what they choose to do.

Q: Are women not choosing to do that?

A: I'm wondering if that's not the case. ...The fact that my daughter because I've scared her off (from) doing something like that. I'd like to think I've always tried to be there when she needed me to go to the school things and all that, but when she was little she stayed with a babysitter when I was working. and maybe she thinks...well she wants to be a teacher so she can be home when her kids are.

Maybe that's it. Maybe we haven't made it attractive to be...I don't know...did your mother?

Q: My mom was a stay at home mom for the first couple years of my life, parents divorced and she went back and got her nursing degree. For the most part, she was home for me.

A: So does that inspire you to want to go out and have a job...obviously, you're doing this piece, but you would see yourself being a publisher someday? Do you think that's it?

Q: yes if that was something I decided I wanted to do.

A: Do you think that's it? Like my daughter I worked all her life. I was always in an executive position as far as she remembers. She doesn't see that as being such a great thing. She wants to stay home and take care of her kids. Your mother stayed home. So you're seeing hey I can do this. She didn't get to do this, and I can.

Q: Maybe, what about you and you're mom?

A: My mom stayed at home. She stayed at home. She started working when we got to high school. In fact my mother was very, she always thought this was an awful lot of stress and that I shouldn't do it. She died before I was actually publisher, but when I was ad director she would always say: "that's just so stressful do you really want to do that job?" Yes I do mom. I remember my very first Gannet meeting I was supposed to go to when I was manager. I was supposed to go to this meeting in Washington, D.C. and I was all excited about it. And I told her and told her. And

she says, "Maybe you could tell them your husband says you can't go." No, mom I'm not going to tell them my husband says I can't go. I want to go. Maybe that's what it is. Maybe whatever you're brought up with you see the opposites in something you want to do. I don't know.

Q: What was your family like growing up? Did you have any strong female role models?

A: I did. My mother worked, to be fair, till she got married. She worked in a factory. She didn't work in an executive like position. I had an aunt who was never married. She'd been a teacher and then was a social worker for the schools and then she was in a quasi-executive position. So she would go to the APW meetings. And yea she was someone I saw with a strong personality, I wanted to .. she was the person who told me it was OK. My grandmother who was always a stay at home mother, born in 1880. I always remember she would say to me that I could do anything I set my mind to. And that's been my mantra.

Q: What was your relationship like with your day?

A: Very good. My father passed away two years ago. We had a good relationship. he was the office manager for a plumping and heating wholesale supply company. He actually ended up owning it. (not b/c he wanted to) but it ended up being a really good thing for him. He was somebody who was family oriented, very good at what he did, good at numbers. He never understood me neither. You should just do what you need to do. there was just no point trying to do more. It wasn't like either of my parents were like hey go out there and go do this, it came more from my grandmother and my aunt.

Q: Where did you go to high school?

A: in Danville

Q: Where you involved in any activities there?

A: I was not in nearly the amount of actives that my daughter was in. .. I was very quiet and very shy. High school was not my favorite time in life. I was smart, but I wasn't involved in a lot of activities.

Q: Why did you decide to not go to college?

A: I'm glad mentioned that. I'm going now. I'm going to finish my degree in journalism. I started...actually in my first set of classes. I'm taking news reporting 101 and theology because I'm going to St. Mary of the Woods college because that just gives me an opportunity to do it and work it into my life. I promised my father when he was on his deathbed. I swore I was (going to go). I owe it to him. I think in another couple of years, I can get it finished just doing it part time. Now it's just for me. I didn't do it because I was silly, and I got married. I had my job, and I got married and I just didn't. I tried several times to go back and invariably some big thing happened in my life. I was going to take courses at the U of I (Champaign/Urbana) when I was pregnant with my daughter. I was thinking I was going to be home. that didn't work. I took some courses through Eastern through their extension course but I've just never been able to finish it at this time.

Q: How did you meet your husband?

A: He was my best friend's brother. I really liked him when we were all young. Thirteen or 14 I had a crush on him. When I was 15 or 16 he asked me to go to the football game. he was a senior I was a sophomore. I wasn't supposed to date till I was 16. My dad said I couldn't go. I begged and begged and begged. And he said: "No, if I let you go out before your 16 you're going to get married young and you're not going to go to college."
I said, oh no.

So he let me go. I went to the football game, He never asked me out again all though high school. Then my second year of college, my friend came home and we all went out, and then we started dating on May 20, which was the day I got my job here, and then we got married Oct 16 that year. And as my father predicted, I did...I was 18 years old when I got married and did not finish college.

My husband did not either, and he's the district manager at Steak n Shake. We always say we didn't do what we wanted to do. But we've been fairly successful with out it. But you couldn't do that today. If I had it to do over again, I would finish.

Q: What were parent's expectations of you growing up?

A: They absolutely expected me to go to college. Especially my aunt, she was disappointed that I didn't finish. I did go for a couple of years, I got my AA degree. I went one year out and out. I finished my associated degree in 87.

Q: Where did you start college at?

A: Danville junior college, Danville Community College now.

....

Q: Have you always known you were going to work in media?

A: No. However, one of my jobs when I first started. You had to go down and get papers and deliver them to people in the office, and I would come into this office and deliver (the paper). I was scared to come.

One time I came in to drop it off, and he wasn't here. I just kinda sat here and thought, You know, someday I'm going to do that. I wanted to be in this role from the time I started in this business.

Q: What are your earliest memories involving media?

A: Books. In the afternoon my mother would make me lie down for a nap, and I would bring a big stack of books for her to read.

I'd watched I love Lucy re-runs at 9:30. It was just an established part of our lives.

Everybody got the newspaper. My dad would come home from work, sit down and eat, and then sit down and read the newspaper. My grandmother always called it the commercial. She lived here all her life. When she was here, there were two papers.

Q: Family life now? being a new mom, deciding to have your daughter?

A: We were married 10 years before we had her. Not by choice but we were told we were actually not going to be able to have her. So we were really excited. I was ad director when I was pregnant. And there was a lady who was an ad director who was pregnant right before that.

You just kind of do it. It's hard just like any mother. It's hard when you leave them at the babysitter at the first time and go way. We both made a commitment (Steve's parents both worked) We were going to make sure we did all that stuff. Thankfully, because of the kind of jobs we have, we could do that.

We've always made that commitment to do that.

Q: What would you say is the hardest part about having a career and being a mother?

A: Having to leave them when they're young. When they're sick you can't just stay home and take care of them. Sometimes I did, or one of us would, mom and dad were alive them. We'd take her there and they'd take care of her. But you felt like you should be there with her. Again, OMG. and this is why she's doing this to me now. We'd take her to a lady. Somehow it came up what she wanted to do when she grew up: She wanted to be a child care provider because she got to stay home with her children.

You just try to do it all. You try to be there for all the stuff and then you work late that night to make up for it, or you bring stuff home with you, and when the truth comes out you're just not that good at any of it, or you're not as good as you want or could be. But it's okay.

Q: What do you do for fun?

A: We travel. We've gone to Europe the past two years. We went with a high school class.

London, Paris and Rome and last year Athens, Rome and Florence.

This year we've done cruises, we've gone around the country. We're going to Sedona Arizona. I love to Read.

Q: What's your favorite book?

A: Rose and Bloom. It's the sequel to Eight Cousins by Louisa May Alcott. Rose and Bloom is when they grew up. My daughter hates it.

I also like history. I'm into alternative history.

Q: Do you make sure you take time to be by yourself and just relax.

A: I don't like to be alone. That's why I hated Anderson. So I was home at alone every night.

Every Saturday morning I take a bubble bath and read, but that's probably my biggest alone time.

More recently, my husband's a morning person but for years I've just gone to bed with him. So my new thing is I stay up and watch television or watch my Sex in the Cities.

Q: On a scale of -5 to 5 with 5 being the most important and -5 being irrelevant, rank how important your career, family and personal life are to you.

A: Family is a 5. The fact that I called and blew you off probably proves that.

Work is a 4. I mean there were probably times when they were almost tied, but after my experience with Anderson, I was going to come back to Danville whether I came back to the paper.

Personal, I know this isn't good for me but maybe a 0. It's the last thing I really worry about.

Q: Do you feel like you need to worry about it?

A: Do I feel like I'm missing something? No. One of the things I've started doing recently. My sister and law and I have started doing little trips now that the kids are in high school. They're all going on a cruise: mother in law, sister in law, husband, daughter and her boyfriend.

Q: How has women's role in media evolved?

A: When I started we tended to be the society page editor. Some were editors, but largely men. Women had support roles. They didn't have the major roles. Obviously women didn't have a tendency to be in charge...at least not as much as we wanted to be. I think women contribute a different approach a different viewpoint to things and I think that's important.

Q: How? What is that's different?

A: I think the idea that women may look at the newspaper is a child. This is something that I have to protect, this is something I have to help learn, and grow and make it better. I need to do all that stuff. Men look at it more like this is a paycheck, this is a way for me to get from here to here on the corporate ladder. I don't think that many think of it like that, as an entity to love and help grown. They see it as just a job.

Q: So you probably would be...they do the job just as well...both women and men but with different mindsets?

A: yeah, I think so.

Q: Do you have any advice for younger women?

First never let anyone tell you, you can't do something. You can do anything you set your mind to. I think you always have to look at the job you want to be in, not at the job you are in. Do the best job you can at the job you're in but then you also need to be looking above you to see what that job is and what does it take to be good in that job. And this is just a little bit mean, what is it, what the person is in that job is and what they're doing and think to yourself, if I was in that job what would I do differently how could I do that better than them and just make sure you're prepared. How do people get that job? Who needs to know I'm good at what I do so I can get that job. Here's something that's truly different, I have a friend..Coke...we're on the sales staff together. He would look at things differently and I just totally lost what I was going to say. Yes, so we have parallel career paths. That man has never to that day asked for a job. He went to 8 or 9 different newspapers. Every promotion he's ever gotten someone has called him and asked him if he would like it. I have never had a job I didn't have to beg for. Every job I have ever had, if there's an opening, if you know you want to do something, you need to be in front of that person and you've got to sell them in that. At least in my experience, I would always, here's my case, here's why I could be a sales person, I think I would do this very well. I could be an ad director because this is how I would do that.

I think that's what you have to do. You have to not be afraid to go in and ask for what you want because it's going to be less likely as a woman that they're going to give it to you.

APPENDIX E

Transcript of interview with
 Marion Best
 Publisher, owner
 The News-Progress
 Sullivan, Illinois

Question: what was like growing up when you did and what was your family life like?

Answer: I grew up in Evanston (Indiana), and you were talking about Alton, I of course, was at a big high school, too.

I took my first journalism class - we had an option if our English grades were good enough, in junior year to take either English speech or English journalism. And I took journalism. And my journalism instructor wrote a high school journalism text book, with it being English, at the University of Missouri in Columbia. And we used that as our text book, and I loved it. I feel in love with journalism right then. So I went to the University of Missouri and took community journalism as a major. And Then I met my husband there.

And he got a job after he got out of the Navy as an editor of a small weekly newspaper - it was Lancaster Farming, it was a specific niche paper, in Lancaster County, PA. So we went out there and both my kids were born out there. Then he went to work for the state of Pennsylvania. And then he decided that we should have a newspaper, and I was in great agreement. So we looked all over the country. And we ended up in Sullivan finally for several reasons - one it was between where he grew up in Farmington, Mo and where I grew up in Evanston, and both our mothers were still living. And then one night we were watching the Jack Prior show, this was before your time, and Jack Haskell was a guest and Jack Prior asked him what his plans were for the summer, and he was he was learning his role for Brigadoon in Sullivan, Illinois. We bout fell off the chair, because we had been looking at the paper, but the publisher at the time hadn't even mentioned the theater. So I told Bob "if you're going to take me to the country, then I would like to have the theater and the cultural for the kids to grow up in" and that's how we ended up here.

Q: Going back to your high school. What were the classes like? Did you have a monthly newspaper, Were you the only girl?

A: Oh no, It was an all school newspaper. In our junior year, we were reporters and then the seniors who were still interested in journalism - were editors. So I was the news editor. We had a full staff.

Q: What was the name of the paper?

A: The Evanstonian (high school: 1950 senior '51-52)

Q: That is exactly how my high school journalism paper was set up, but we laid out our paper with computers. (she laughs) How did you lay out your paper?

A: We didn't have computers. Boy that's going back. The same way we did when we got here essentially. We wrote the stories then set them in type. We had an outside printer. It wasn't done in house. They would set it and put it together. I can't remember. I know when we were in college, we were not allowed in the press room because that was union. We actually had layout people who did some of the layout. But they didn't work with hot metal. ...It was all set on linotype machines and done the old fashioned way.

Q: Do you have any memories that stand out from high school?

A: Oh yeah. (chuckles) The big one, the dean of students died - and I of course had never done a memorial like that that was my assignment as a junior. It was a real experience to do what would be considered hard news now with a soft touch. And of course funniest story I have on that is in the morning well, my class was 507 so there was about was 2,500 students in my high school. We have homeroom that were about 250 kids in home rooms. And each..(she counts to herself) There were like 9 or 10 homerooms. Anyhow on different mornings the classes would go down to the what would be the equivalent of the cafeteria or the commons room. And they would have breakfast and on the morning they came over for a moment of silence for this dear woman and in the middle of it the band was... they had a band playing the "Saints Go Marching In" which went

out over the loud speakers during this moment of silence. So it was different.

Q: OH my. So all you and your other classmates had your heads bowed?

A: Yes and then laughed. And the whole school broke out.

Q: So going back to your article, how did it turn out was it ok?

A: It was ok, cause we were still graded on it.

Q: How often did you publish?

A: I want to say we were weekly, but surely not. We're once a month.

Q: How many girls versus boys in the class?

A: We were pretty well equal.

Q: How large was the class?

A: We didn't have a class of seniors b/c it was extracurricular - I would guess there was maybe 30 to 40 in journalism class. What year was this? I would have been a junior in 1950-51 and a senior in 51-52.

Q: Cause, my question then is, you went onto Columbia when you were done. But was that unusual for journalists? Because journalism was a trade wasn't it?

A: No not really. Missouri, at that time was known as the best undergraduate in the country. Of course I grew up near Northwestern. The Medill school of Journalism is a good school but they were more oriented toward radio/magazines/television. And I wanted community journalism.

At Missouri you took your First two years - general courses

junior and senior - 15 hours in journalism for each year.

But it was still 120 hours to graduate and all that.

Q: So how was the transition from high school to college?

A: It wasn't hard for me coming from a big school as it was for the rural kids who were all of a sudden thrown into a big university. Really other than being the only one from my class who went to Missouri to school.

Q: So, in college what did you do newspaper-wise when you got to your junior and senior years?

A: Well my husband, He was a senior when I was a freshman. He got me involved in student government. Then he graduated before I got into any journalism classes. But while, at Missouri, you put out a city daily, which was different than most college like Eastern Daily News. It was a city daily. So we had our beats. And if we took ad sales we had to sell advertising. If we had to write stories we were on a beat. It was just like working for any newspaper.

Q: Where there any other girls in Journalism with you?

A: Oh yeah. Lots. A lot of them were Ed Majors. It was a big journalism class.

Q: What are the differences between the students then and the students now?

A: I don't know. We've had a lot of interns out of Eastern. Ours are the younger ones. We don't get the top ones who want to go to the Dailies. I don't think it's that much different. Other than the fact that we worked for a daily. And of course, We didn't have computers, so we typed on the old-fashioned typewriters. And shot pictures with the old speed graphics.

Q: What did you do for fun when you weren't covering beats?

A: I was in a sorority. And so I socialized with them and with the campus. Normal friendships, not necessarily with journalism students

Q: What did you do to have fun? Because you didn't have TVs or videogames in the dorms?

No we didn't and I had TVs in high school. Because we had a television in '52, and then I went to school and didn't have (it).

We played bridge, we went out and drank beer. We studied a lot. In the dorm and I spent a lot of time at the library and dating and generally what college students do.

Q: What are some of your early memories of being exposed to media in general?

A: We always had newspapers in the house. My mother was a school teachers, dad was a salesman

We took the Tribune, Sun-Times. So the papers were always in the house.

I grew up reading newspapers and then went TV first came out, of course it was about a 10-in screen and black and white.

I remember watching the Lone Ranger, which is one of the first shows I can remember watching on TV. Then of course by the time I got out of college, there was color television. But we'd seen color television before the war they'd invented it, but weren't selling it at that point.

Of course We went to the movies a lot.

Q: When did you go to your first movie?

A: My first movie was probably Disney's Fantasia - I remember going with my dad before I was 12 to see the Bells of St. May's and any....oh, Yankee Doodle Dandy was one of the first ones.

Q: What did you think when you first saw movies?

A: I thought they were wonderful.

Q: Was your family at all from Christian backgrounds..oh we can't watch TV. Was your family like that at all?

A: No. My dad was raised Baptist, mother raised Methodist. When we moved to Evanston, and I obviously don't remember then. when we moved there she took me to the Methodist Sunday school and I wasn't old enough to go to church so she put me in the Sunday school, and apparently, she tells this story, they had a substitute teacher and they had a sandbox. And I came out with my blouse torn and sand in my hair. So she went to someone, and said, "where's the best Sunday" and it was the Episcal church. So she joined the Episcopal church. And that's where I was baptized...well I don't remember if I was baptized but I was confirmed in the Episcopal church. And my mother as a music teacher, she taught in high school in Chicago, and then she would fill in choirs in various churches. If a choir director was pregnant, or something she'd fill in.

Q: So did your mom have a big influence on your life?

A: Oh yeah.

Q: Can you talk about that?

A: She was older when I was born She was 41 when I was born. She had had a quite life, she grew up in Indiana. And she taught in one room school house. And during the first World War she worked for the Oil Administration and of course she went through the diphtheria epidemic and the big flu epidemic in 1918. And she got her teaching certificate - well she started in one room school house - She got her teaching certification at Indiana state (wasn't called that) and she ended up getting her master's from Northwestern.

Q: When was that?

A: She didn't get...Well, oh boy. Probably 25 years after I was born. She got her master's.

Q: When were you born?

A: 1934

Q: Did you read a lot growing up?

A: Of course Nancy drew mysteries. Those were the big ones. But I pretty well read anything I could get my hands on. I liked history, I liked geography. I read a lot of historical novels. I babysat for a woman who wrote biographical novels for teenagers. And I would read her books obviously. And comic books. I read comic books. At 18 cents a piece

...

Q: Let's talk about you and your husband. How did you fist met?

A: One of the girls in my dorm (she lived across hall) was from Bob's hometown. We were at the union having coffee, and Bob came in off of a field trip (he was an Ag major) That was first time I ever met him.

Then he called and invited me for a date, but he invited me like the night before the event. See it was one of the big Agg events. So I turned him down. So we also had besides University of Missouri we had Steven's College and Columbia College - both women's schools - so there were lots of women and they could pick up dates (snaps her fingers) They didn't have to plan ahead. There were so many women than guys. I turned him down on that one. Well then, my dorm councilor who could give me permission to...we had 7 o'clock curfew in those days during the week - she could get me out. She was dating one of Bob's fraternity brothers. So we'd get out go to library, and she'd give me permission to go because my grades were good enough.

Q: What sorority were you in?

A: Alpha Phi.

Q: How did you end up joining?

A: It was almost inevitable. AP's headquarters were in Evanston. We had the national president and treasurer who lived on my block. They were after me from the very beginning. I was rushed pretty hard.

Q: How did your experiences in the sorority help you later on in life?

A: Oh yeah. I ended up as president of the sorority. It helped with people. It helped me mix better

- the knowledge that I picked up. All of it was well worthwhile. I couldn't convince my daughter of that. And particularly since I was down there literally alone.

Q: So did you guys have the regular chapter every week?

A: Oh yeah, we had the chapter meetings and the fundraisers. It helped and then when I got here and they started the chapter at Eastern. I was in the alumni group. I wore three hats at once. I was chapter adviser, president of the alumni, and then I was something on the house board, too. But we helped start that chapter.

Q: So you were doing that while working here as well?

A: OH yeah.

Q: When did you first buy the paper?

A: October of 1961 - I didn't work full time for awhile because my kids were 4 and 1. So, I worked three days a week. Until they went to school. Then I came in fulltime.

Q: What did you do here?

A: You name it. (laughs)

Q: Everything?

A: Everything. I had an Amish girl who came in Monday through Friday to stay with the kids. So I did night meetings. I wrote. I didn't do editorial writing and I didn't do columns. but I did most of the social, and I covered...I didn't cover county at first...probably school and city, and I covered courts, covered the fire department, the police department.

Q: Did you run into any prejudices from the people you covered?

A: No I didn't. it was amazing.

Q: There were several who thought I didn't know anything. And they found out that I did. But that wasn't just occasionally. Now that doesn't mean I haven't had disagreements with them over the years. But generally they treated us fairly well.

Q: Walk me through a regular day when you first started.

A: Ok. When we first bought the paper we had a flat bed press. You know what that is? It's a sheeted at the time, you run them through the press then you turn them over and run them through again. Everybody helped with that.

I would write, re-write, a lot of rewrite. A lot of our copy came handwritten and we'd have to write it into stories.

Q: Copy was handwritten? I have to pause on that one.

A: Copy was handwritten, pretty bad

Q: So it was someone's responsibility to rewrite it? What were the steps there?

A: I stopped at the door of the pressroom. We'd retype it on yellow copy.

And then it was set on linotype. The guys did the linotype operations simply b/c it squirted hot metal. Although there are women linotype operators. Then it was set into cases, which are the metal frames....(she gets up, and gets a book off the shelf. Opens to a picture and shows me the machines.)

There are some of the machines... we did use these. there were the type cases. All hand-typed.

Set by hand in sticks. I know you have no idea what I'm talking about.

Q: I'm kinda following you. I know the type cases.

A: Ok and this would be a sheet press. And then we would have to hand roll them, then we used paste and then we'd roll them in brown paper and paste them. It was good if you were fast at that. I was never good. But that was the day we put the paper out on Wednesday.

My biggest problem if we were two sections - and we were tabloid at that point - we had trouble with our compositor at that point because he'd steal anything that was set and put it in. So if we had the front page we had to be careful that he didn't put it back in the back. He wanted it done. (chuckles).

Q: So when you guys first buy the paper. Did you sit down and decide who does what? How did you split up the responsibilities?

A: (laughs) Only when I said I'm not going to do that.

I'm trying to think how many employees we had. We had press room foreman and two guys who worked in the back.

I had two women up front - answer the phones, one that would do the correspondents, which we had in the outlying areas. Correspondents who would write their weekly columns. She would type their stuff up because it came in handwritten.

Open the mail, if we had press releases. I'd re-write press releases. Umm..because normally, they came in like they still do today. "The Eastern Illinois University President has said...whoopie bingy. Your lead is somewhere in the bottom of that story. So that was the rewriting that I did. Bob did most of the business end of it. Although I had to spend one summer doing the books. I hated it.

Q: you don't like the books?

A: NO!

Q: I'd think the reporting would be the more fun part?

A: I agree.

Q: So was it just the four employees? Who were the reporters?

A: Bob and I were essentially the reporters

Q: So you guys owned the paper and then went and did the fun stuff?

A: (laughs). If you want to call night meetings fun.

Q: So how did you decide what you did?

A: Bob essentially took what he wanted to do and I got the rest. Or if he knew I was good at something I'd get to do that. We never argued about who covered what.

Q: What were you really good at?

A: Really, I'd had enough...I was much better covering courts. I was much more patient. (I didn't do photography) although my son is an excellent one. Bob could shoot.

He covered county board and I inherited it. Today I cover county board and city council. My managing editor covers high school because we have 3 high schools.

Q: How long have you been covering those?

A: Forever!

Q: Since you got here?

A: I didn't do it at first. Quite frankly, I can't remember what I covered first. I covered actually going to.

Bob always did the city. Until he died, then I took over city.

Dan Hagen, who was my managing editor for 12 years, He and I spilt city, but I still did county.

I was covering county board before (the) constitutional convention. So I started covering it in the late 60's. I'm more knowledgeable about county than really anything else.

Q: So they know you really well over there.

A: oh yeah

Q: Sounds like you've outlasted several of them over there.

A: Most of them. I've got a whole new county board.

Q: So what happened after you graduated?

Actually, as Bob was editor of this farm weekly - I'd go down there and help him, and this was before the kids were born. I'd go down and work there. This was 15 miles away from where we lived. And get this - He would allow me, he would allow me to write the chicken market - and if I could write that then he'd let me write other things. But he sent me out - oh bad news - the National Farm show - held there the one year we were out there- it was a Wednesday, which was our paper day. He sent me with a speed graphic camera to take the picture of the secretary of agricultural throwing the dirt to build a farm pond. Well after 8 tries, the secretary of agricultural finally said, "Marion before I dig the whole pond, lets start over and I'll give you step by step on taking this picture." And he did. And then Bob when to work for him, and he never forgot that I had done this that day.

I am not a photographer. (But I always) wrote some, but not a lot. I did a lot of proofreading. Even in the hospital after Cathy was born. He'd bring me gallery proofs.

That was always my job, too.

Q: So out of everything that you do, what's you're favorite thing to do?

A: Favorite right now?

Q: Sure.

I suppose my favorite right now is... Well I don't like to do feature stories. Although I can do them. I suppose my favorite thing is rewriting press releases and covering stories (news) like we're building a new county jail here. Stories like that.

Q: Can you take me through a year, the stories that come up and the decision you guys make.

A: Jan - first two weeks of January and the first two weeks of August - are horrible because

nothing happens. I suppose people are getting over Christmas, advertising is down. There just isn't any news. Then all of a sudden, wham it hits.

So in those first two weeks of August, it's the same thing. It's like it's too hot; no one what's to do anything. So then it picks up.

And our hardest months, our busiest months are obviously April and May - now if election year then that can include March, April and May and going into June and then of course November, October, and December are busy months.

Dan and I have always laughed because I don't know how many weeks in a row, we had our front page, we knew what it was going to be on Thursday, which is unheard of for the next Wednesday.

When news happens it hits fast.

And of course now I have a woman managing editor.

Q: How is she different from Dan?

A: Christa's great - is an Eastern grad - she worked for Mattoon for eight years. I called her when Dan left because she'd covered multi-county so she was able to come in running, she knew the sources. She's very good.

And I've got a marvelous staff - Caroline sitting out here answering the phones. She does classifieds and circulation and some of the books, She can also read proof and read copy. She's very, very, very valuable.

And my son is general manager - he's super on computers and the web page (set up) And then he also is a photog and pressman. But we do have a pressroom man foreman. And a gal who helps him. Ok. and then I have Bobby's step daughter do the web page. I have three in the composing room. One does legals. Then we have an ad manager and a guy who does a little of everything. He does our newspaper, education, runs routes, delivers, picks up papers.

Q: What's your role in the community?

A: Obviously we know a lot of people. I don't know how to define that really. I don't know what they think of us. That's something we don't. We know that they come in and want their paper immediately and if they don't get it they want to know why they didn't get it. But I don't know. I find that hard to answer, because they don't really tell me.

Q: You don't have people who come in and get mad about stuff that runs in the paper?

A: We'll get some strange things. We have a policy because we're a small town we require signatures on letters but we don't require that they run in the paper because you get...there is too much retribution. When somebody is complaining about something. We've seen the retribution. A lot of them will sign their names anyhow. We feel we have to have it (signature) because we won't run anything libelous. We tell the people OK, you get sued, we get sued.. So we have the right not to run it. People get mad because they want to know who wrote something, and we won't tell. That's one of the complaints. Other complaints:

-misspelled names

-when we forget something that should run and didn't get in

-if it didn't run where they think it should, lots of times when these complaints come in, Caroline will go to the paper and say it on page so-and-so.

-And sports. Those are a big thing. Every year we get complaints. I've got one sports reporter who works for wand also. He has to cover three e high schools - both boys and girls sports - so we don't run junior high sports unless they get to the state or regional or something. And the parents get furious about that. but we had a teacher (middle school) who was a coach. and he told bob one time. He said, Bob just tell them that these kids are learning and you're the professors. So if you go out and this kid goes to the wrong end of the court and makes a basket, you have to write about it. We did have one guy who worked for us, who came back three times to work for us. And, Bill, when he first came, decided he was going to review the high school musical. He did and he panned it. He had thirty letters to the editor. So when he left, we printed the story and all the letters because he was doing his job as a professional and it was terrible. So we use that as an example as to why we don't cover things for the younger kids.

Q: Did you handle a lot of the complaints when they come in?

A: What I think you'll find when you're working out in the world, eventually, is that people complain to the first person they see. That's usually Caroline. She'll take the complaints and they'll say I'm going to call up your publisher. And they seldom do that.

Poor Christa. When she first came, we had a woman who is known for her temper. And she called up and said you didn't have my son's name for Lakeland's honor roll. Well, he wasn't on the list. Oh, she just reamed Christa out. So she was going to come in and ream me out. So, I pulled the Lakeland list without his name on it because he wasn't on it. And we've gotten that a lot where they've lied to their parents. In fact, we had one case a few years ago, I got a call from the mother. Her son had gone through graduation at the Uofl, and he wasn't on the Uofl graduation list. So I called up there. And they couldn't tell me. So I thought, Oh no, we have a problem. So I called the father - I knew him, he was in business here. I said, Bill you've got a problem. You're going to have to call up there because I don't think your son graduated, but I'm not going to tell your wife that. And so he called up, and they wouldn't tell him. And he lit into them, saying what do you mean, I pay the bills. But it was true. He lacked a credit. He didn't graduate, but he walked. So, yes, we get those. And then a lot of times particularly with the names and spelling - you can't tell whether it's a daughter or boy and so if the colleges don't send in son or daughter and we guess wrong obviously that's our fault, and we make our fair share of mistakes, too. But if we didn't laugh...

...

Q: Do you purposely mentor the interns?

A: I don't work directly with the interns. Dan did. Christa will.

Q: How do you get along with your employees?

A: I've got a great staff.

Q: How would you describe yourself as a leader?

A: I would ask Dan Hagen that question. I pretty well let them have their heads. If they are good at something, I let them go. Like Christa, if she gets an idea for a story, go for it. The big thing is to get the news.

Q: Have you ever made any mistakes when it comes to hiring?

A: Oh yeah.

Q: What do you do then?

A: I made a big mistake after Bob died. The first managing editor I hired was terrible. He came with great recommendations and he was awful and I had to fire him.

Q: How hard was that?

A: It was really tough. Let me tell you, firing is hard.

Q: So if somebody has to fire somebody, how would you recommend they do it?

A: Have somebody with them and then call them in to talk to them. (answered very quickly)

Q: So have three?

A: Have somebody else from the staff and explain what the problem is. Mostly so they don't lose their temper. But have more than one person in the room.

Q: Is that how you did it when?

A: Yeah. I had Bobby come in. First of all I wanted Bobby to know what would happen if a similar circumstance came. and the guy was ok. He said you're a woman so I'll be a gentleman.

Q: What was that suppose to me?

A: I don't know. And I didn't care. I wanted him out of here. Oh, he was bad. he was really bad.

Q: How so?

A: He'd taught at Eastern. And the gal who was head of the school newspaper here, had gone to Eastern and had him and he was a great teacher. Then he'd gotten married, and gone down South somewhere. And he came back - he was Indian - and he applied for the job. I had great recommendations. Then he got here, and he was like off the deep end.

Like in his news decisions?

Our high school boys' team went to super sectional. And I hadn't been to a game all year, so I thought I should go. And we sent out questionnaires to election candidates but the thing is that the only thing we run them exactly as they answer. So he had it so fouled up, that I got so mad, I had to rewrite it. I had another intern working for me at the time, she had to help me rewrite it. This was a Wednesday morning and we were obviously on deadline. And I had no idea where he was.

Q: How often do you get mad?

A: Oh I was a redhead, so I do have a temper. Normally I don't get mad at something that isn't really stupid. And with him that was really stupid, and I was furious. Fortunately, he didn't come to

work the next day, so I had a day to cool off.

Q: It doesn't seem like you're a person to get mad that often...?

A: I've settled down over the years.

Q: What were you most proud during your time here?

A: I'm proud of where all our kids are. Not only my kids, but all the interns who've worked for us. Just before you came, I just got off the phone with one of the kids who wrote her thesis on the theater here. - interns, daughter - Seattle times again, I'm proud of bobby.

We were essentially teachers - we let them make their mistakes. We're a stepping stone

Q: What do you do for fun?

A: Reading and acrostic puzzles (Sunday tribune magazine) I'll do those every Sunday. Play with my cats - Tuffy (21) with yellow and long hair - and Peanut (since born) calico

Q: Have you ever been discriminated against? If so please explain.

A: I have never personally experienced discrimination in my career in journalism, probably because my husband and I owned the newspaper jointly. Back in my days in journalism school at the University of Missouri, women were usually limited to writing the social news (a form of discrimination), but that gradually changed over the years.

Q: Have you ever had to deal with an instance of discrimination in the newspaper office? If so, please explain.

A: Yes, but that depends on how discrimination is defined. Customers, on occasion, have insisted on discussing business with a man, but when they have complaints they generally express them to the first person they see — usually a woman in the front office who was probably not responsible for the problem they perceive. By the time they deal with the person responsible, they have calmed down and become reasonable.

Q: Do you think sexual discrimination occurs as often as it used to? Why?

A: No. As more women have entered the professional fields, they have earned the respect of their co-workers, both men and women, for the job they do. This can be seen in politics as well as in journalism. However, many women still earn less than men in many professions (including journalism), and I think this can be attributed to discrimination. I do believe this is slowly changing for the better.

Q: Because you own The News-Progress, do you think sexual discrimination is more or less likely to occur? Why or why not?

A: I think sexual discrimination is less likely to occur at the News-Progress because a woman owns the business. My son, now the general manager, and I both will not tolerate sexual discrimination among our staff members and, should it occur, we are prepared to put a stop to it immediately, even if it requires firing an offender, which we have done once in the past. The sexual discrimination in that case involved an employee and his wife, but the use of drugs was also involved. The wife did not work for us.

Q: What, do you think, is the most common type of sexual discrimination in the Journalism field?

A: I would have to say the difference in pay between men and women. This problem is not often seen in careers such as education or even at the larger daily newspapers, but I think it is still a problem in the smaller newspapers and will continue to be.

Q: When you have to make a tough decision, what factors do you consider?

A: I consider several factors when faced with a tough decision, but the most important is to take time to reflect on the matter, such as how it will affect the newspaper, our employees, our subscribers and of course the all-important bottom line — in short, sleep on it unless an immediate decision is required.

Q: How would you describe your decision making ability?

A: I am not afraid to discuss a problem with a number of mentors, either those on our staff, our press association staffs, fellow publishers or other people whom I have grown to respect. This, of course, depends on the problem with which I am dealing. My ability has gotten better with experience and age. Yes. I probably worry more about the consequences of the decisions I make than they do.

Q: Do you play golf?

A: I used to, but I haven't played in years.

Q: Why, do you think, there are few women publishers in Illinois than men?

A: When I began in the business, there were even fewer women publishers than there are today,

probably only two or three in the state. When you get back into my mother's generation (women born before 1900), the only two careers open to most of them were teaching and nursing. Many of the early women publishers, like me, inherited the business from their husbands. Many banks or other lending institutions were afraid to provide the capital for women to purchase a newspaper.

Q: How would you say a woman's role in the newspaper industry has evolved since you've been in the field?

A: We see more and more women today in leadership roles in the industry. For instance, my daughter was recently named managing editor of digital solutions and innovations (web page) for the Seattle Times.

Q: What advice would you give to recent women college graduates?

If you really want to go into the field, your knowledge now (and your knowledge now) Cathy feels that in the daily field that the web ages is the future - so you kids who are knowledgeable on this - I swear they're hiring 11 and 12 year (bobby said) 18-35 years.

Bill Hobin when he found out that Dan was leaving to go back to teach. Tell him there is community journalism. You're closer to your sources and your stories. My advice do the work that your assigned and keep learning and then when you figured out what it is you really want to do, then go that route. so if you decide you want to be publisher of a weekly paper - so don't get (upset). The best part of being a journalist to me is that I love what I do; it's not the money.

Q: Is there anything else you would like to add?

A: I am career oriented. I'm sure that was because of my mother. with the news paper you have a product that's complete.